

1998
ANNUAL TOWN REPORT



DEDICATED
SEPTEMBER 27, 1998

TOWN OF WINDHAM, NEW HAMPSHIRE

DIRECTORY OF SERVICES



EMERGENCY	- FIRE, POLICE, AMBULANCE -	CALL 9-1-1
Poison Control Center		1 800 562-8236
Department of Motor Vehicles, Windham Office (Driver's Licenses only)		893-9871
Department of Transportation, Division 5		898-9086
Fire Department, Business Line		434-4907
Hospitals:		
Parkland Medical Center, Derry, NH		432-1500
Holy Family, Methuen, MA	1 508	687-0151
Catholic Medical Center, Manchester, NH		668-3545
St. Joseph's, Nashua, NH		882-3000
Lawrence General, Lawrence, MA	1 508	683-4000
Nesmith Library		432-7154
New Hampshire State Police	1 800	525-5555
Planning & Development/Health Officer, Mon. through Fri., 8 am - 4 pm		432-3806
Police Department, Business Line		434-5577
Recreation Department		870-9020
Recycling/Transfer Station, Tues., 11 am - 7 pm; Weds. - Sat, 8 am - 4 pm		426-5102
Road Agent		432-8415
School Department:		
Golden Brook School, Grades 1 through 4		898-9586
Salem High School, Grades 9 through 12		893-7069
Superintendent of Schools		425-1976
Windham Center School, Grades 5 and 6		432-7312
Windham Middle School, Grades 7 and 8		893-2636
Tax Assessor, Mon. through Fri., 9 am - 5 pm		434-7530
Tax Collector, Mon. through Fri., 9 am - 1 pm, Mon. evening 5 pm - 8 pm		432-7731
Town Administrator/Selectmen's Office, Mon. through Fri., 9 am - 5 pm		432-7732
Fax Number		425-6582
Town Beach		893-6244
Town Clerk, Mon., 9 am - 8 pm; Tues. through Fri., 9 am - 5pm		434-5075
Windham Cable TV, WCTV-51		434-0300
Windham Post Office		898-7491
Windham Senior Citizens		434-2411



Town of Windham, Official Web Site www.town.windham.nh.us

E-mail Accesses:

Board of Selectmen/Town Administrator	DSullivan@town.windham.nh.us
Town Clerk	JTuck@town.windham.nh.us
Tax Collector	SChampagne@town.windham.nh.us
Tax Assessor	RNorman@town.windham.nh.us
Fire Department	HLipe@town.windham.nh.us
Police Department	BMoeckel@town.windham.nh.us
Office of Emergency Management	DBarker@town.windham.nh.us
Director of Planning and Development	ATurner@town.windham.nh.us

ANNUAL REPORTS

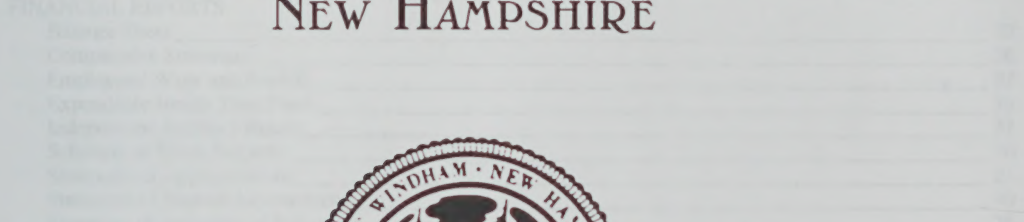
OF THE

OFFICERS, TRUSTEES, AGENTS AND COMMITTEES

OF THE

TOWN OF WINDHAM

TOWN OF WINDHAM



...CORPORATED.

1998

This Report Printed on Recycled Paper

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ON THE COVERS

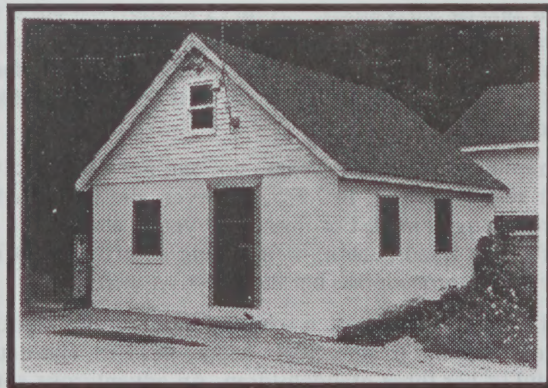


Shown in the photo below, the first official building to house the Windham Police Department was a mere 600 square feet. The building contained only two rooms, with no storage, detainment, or interview areas. The Chief and his secretary shared one room, and all other business, including dispatching, was conducted in the remaining room. Thus was the situation until 1979.

Upon its completion, the Police Department relocated to its new quarters, shown in our back cover photo*. This building, at 3,000, square feet was an enormous improvement. It provided the Department with a separate dispatching area, office and storage space, and many other necessities and amenities that had been sorely lacking. The one item again missing from the design, however, was a detention area. Usually, suspects were handcuffed to a steel bar attached to the wall until they could be transported to Salem. Still, the building was sufficient for a time, until growth in the Town brought with it increased manpower. Over time, this building too became ill equipped to house the growing demands of the Department.

Change came at the 1997 Annual Town Meeting, when the voters approved construction of a new police station, to be built at the new Town Complex. Construction began in mid-1997, and within one year, the Department was relocated and operational. The new facility, shown on our cover*, is the epitome of a state-of-the-art, fully functional police station.

The building, at over 12,000 square feet, was carefully designed and laid out to provide maximum efficiency and security for the Department. There is a centrally located, secured dispatching area, from which all other areas, including office and conference areas, branch off. The lower level contains, for the first time in the Department's history, a booking and processing area, as well as holding cells. Ample storage areas, separate locker rooms for male and female officers, and a weight training area complete the Department.



The Town's first, official Police Station was located in this 20x30 building, behind the Fire Station.

*Photos courtesy of Ken Yuszkus

DEDICATION



The Town of Windham suffered the loss of one of its most dedicated and valued employees as, on July 2, 1998, Jean E. Delaney lost the courageous battle she'd waged for many months against cancer.

Jean joined our community over thirty years ago, and her first involvement with us was as a bus driver for our school district. In 1975, however, she was hired as secretary to the Police Chief, and there she remained. For nearly 25 years, she served the department and the Town as the Chief's right hand person, maintaining an efficient office through her vast knowledge of not only police procedures, but the Town as well.

Although dedicated to her position, often working late into the night, Jean's true passion was her family. A devoted mother to sons Scott, Mark, and Bill, and daughter Lisa, she was also exceptionally proud of her three grandchildren. An adventurous soul, Jean also greatly enjoyed travel, particularly cruising the high seas.

Thus it is that we, the Board of Selectmen, on behalf of the Town, are proud to dedicate the 1998 Annual Town Report to the memory of JEAN E. DELANEY, a gentle woman missed by all, who faced the challenges of life with strength and quiet determination.

IN REMEMBRANCE



In 1998, the Town of Windham lost three long-time residents, as well as a former resident who devoted numerous years of service to the Town. All were outstanding citizens, and it is with both pride and sadness that we honor their memories here.

CHILLA L. WHEELER

January 27, 1998

Born right here in Windham, Mrs. Wheeler was the Town's oldest resident at age 101, and served the Town as School District Clerk from 1955 - 74.

PEARL M. DEVLIN

February 18, 1998

Although residing in Washington, NH at the time of her death at age 77, we wish to take this opportunity to recognize Mrs. Devlin's service to the Town as Librarian from 1965 to 1978.

JOHN F. DINSMORE

April 13, 1998

Mr. Dinsmore, 72, was also born in Windham and was a direct descendant of the Dinsmore family that settled here in the 1700's.

DONALD M. TAYLOR

August 9, 1998

Mr. Taylor, 66, generously lent use of his property for two major events in Town, the first being the Nutfield 275th Anniversary, the second, our own 250th celebration. Both occasions featured military encampments and battle enactments held upon Mr. Taylor's vast fields. Mr. Taylor also provided use of his land to our local Scout troops for camping excursions.

TOWN OFFICERS FOR THE YEAR 1999



BOARD OF SELECTMEN Charles McMahon, Chair - 1999

Carolyn Webber - 1999
Douglass Barker - 2000

Margaret Crisler - 2000
Galen Stearns - 2001

TOWN ADMINISTRATOR
David Sullivan

PLANNING & DEVELOPMENT DIR.
Alfred Turner, Jr.

MODERATOR
Peter Griffin - 2000

BUILDING INSPECTOR/HEALTH OFF.
Bruce Flanders

TOWN CLERK
Joan Tuck - 2000

TOWN SURVEYOR
Robert Thorndike

TAX COLLECTOR
Sandra Champagne - 2000

DISPOSAL SITE MANAGER
Wayne Bailey

TOWN ASSESSOR
Rex A. Norman, C.N.H.A.
Michael Fedele - Resigned

LIBRARY DIRECTOR
Kathleen Hutchins
Marc Lankin - Resigned

TREASURER
Robert Skinner - 2000

ANIMAL CONTROL OFFICER
Alfred Seifert

ROAD AGENT
Robert Devlin - 1999

DEP. ANIMAL CONTROL OFFICER
Charles Butterfield

CHIEF OF POLICE
Bruce Moeckel

CABLE TV STUDIO COORDINATOR
Wally Keniston

FIRE CHIEF/FOREST FIRE WARDEN
Henry Lipe, III

EMERGENCY MANAGEMENT DIR.
Douglass Barker

ROCKINGHAM PLANNING COMMISSION

Thomas Case - 2000

Wayne Morris - 2002

TRUSTEES OF TRUST FUNDS Mary Johnson, Chair - 1999

Shirley Beaulieu - 2000

Dennis Root - 2001

TRUSTEES OF LIBRARY Patricia Skinner, Chair - 1999

Debra Desrosiers - 1999
Wendy Denneen - 2000
Kathryn Ivey - 2000

Lucie Lachance - 2001
J. Gross - 2001
Douglas McDonald - 2001

TRUSTEES OF CEMETERY

Gail Webster, Chair - 1999

Jill Moe - 2000

Carl Luhrmann - 2000

MUSEUM TRUSTEES

Jean Manthorne, Chair - 2001

Ralph Williams - 2000

Larry Kaufman - 1999

SUPERVISORS OF THE CHECKLIST

Robert Skinner, Chair - 2002

Gail Webster - 2000

Marianne Brown - 2004

PLANNING BOARD

David Dubay, Chair - 2001

Russell Wilder - 1999

Keith Goldstein, Alternate - 2001

Annette Stoller - 1999

Margaret Crisler, Selectman - 1999

Bernard Rouillard - 2000

Galen Stearns, Selectman Alternate - 1999

Wayne Morris - 2000

John Spinney - Resigned

Jack Gattinella - 2001

Alan Kachanian - Resigned

Walter Kolodziej, Alternate - 1999

Thomas Case - Resigned

BOARD OF ADJUSTMENT

Robert Gustafson, Chair - 2000

Chris Doyle - 1999

Alfred Souma - 2001

Tony Pellegrini - 1999

Jack Cartland, Alternate - 2000

Jack Gattinella - 2000

Bruce Breton, Alternate - 2001

James Sullivan, Alternate - 2001

CONSERVATION COMMISSION

Nancy Surette, Chair - 2001

Pam Skinner - 1999

Betsy Carlson - 2000

Thomas Seniow - 1999

Cherie Howell - 2001

Gerald Capron - 2000

Doris Mowson - 2001

Bernard Rouillard, Alternate - 2000

RECREATION COMMITTEE

Robert Urquhart, Chair - 1999

Cheryl Yennaco - 1999

Louise Peltz - 2001

Dennis Butterfield - 2000

Samuel Maranto - 2001

Frank Farmer - 2000

Kathy Rawley, Alternate - 1999

Rick Hancock - 2000

Joseph Sabato, Alternate - 2000

CABLE TV ADVISORY BOARD

Margaret Case, Chair - 2000

Leo Hart - 1999

Robert Coole - 2000

Mary Griffin - 1999

J. Gross - 2001

Alan Shoemaker - 2000

John Unger, Alternate - 2000

Margaret Crisler, Selectman - 1999

CAPITAL IMPROVEMENTS COMMITTEE

Charles McMahon, Chair, Selectman - 1999

Brian Carne - 1999
Dick Gumbel - 2000
Ralph Titus - 2000

Richard Horrigan - 2001
David Dubay - 2001
Wayne Morris - 2001

Ron Coish - 2001

HISTORIC DISTRICT COMMISSION

Carol Pynn, Chair - 1999

Clare Todisco - 2000
Wayne Bailey - 2000

Miriam Stoltz - 2001
Thomas Furlong - 2001

Carolyn Webber, Selectman - 1999

HIGHWAY SAFETY COMMITTEE

William Russell, Chair

Douglass Barker, Selectman
Henry Lipe, III
Louis Palermo

Robert Devlin
Carl Wagner
John O'Connor

HISTORICAL COMMITTEE

Marion Dinsmore & Patricia Skinner, Co-Chairs

Wayne Bailey
Fred Linnemann
Sally D'Angelo
George Dinsmore, Jr.

Elizabeth Dunn
Peter Griffin
Carol Pynn
Carolyn Webber

GRIFFIN PARK COMMITTEE

Rick Hancock, Chair

Ralph Titus
Louise Peltz
Dennis Butterfield
Kathryn Pocklington

Eric Nickerson
Francis Farmer
Neil Gallagher
Jonathan Coish

TECHNICAL ADVISORY COMMITTEE

J. Gross, Chair

Mike Notini
Alan Winsor
Dick Forde

Dick Gumbel
Jacques Borcoche
Jeff Walker

Margaret Crisler, Selectman

COMMUNITY STEWARDSHIP COMMITTEE

Peter Griffin, Chair

Sally D'Angelo
Tom Case
Brad Dinsmore
John Goclowski
Tony Pellegrini
Carol Pynn
Clare Todisco

Margaret Case
Wendy Denneen
Marion Dinsmore
Wayne Morris
Geri Pellegrini
David Riese
Ralph Williams

FOREST MANAGEMENT COMMITTEE

David Sullivan, Chair

Michael Dow

Bernard Rouillard

Russell Wilder

JOINT LOSS MANAGEMENT COMMITTEE

Henry Lipe, III - Chair

Douglass Barker, Selectman

Glenn Record

Robert Dobson

Wayne Bailey

Jay Moltenbrey

Frank DeCicco

Allan Barlow

LOCAL EMERGENCY PLANNING COMMITTEE

Douglass Barker, EMD

Henry Lipe III, Deputy EMD

David Sullivan

Robert Devlin

Alfred Turner

Gerald Boucher

Bruce Moeckel

Bernard Campbell

Wayne Bailey

Joan Tuck

Robert Skinner

James Bulen, MD

Joseph Sabato, MD

Willard Wallace

Richard Nadeau

James Robinton

Renee Santerre

Betty Donovan

Elizabeth Martin

HOUSING AUTHORITY

Denise Ryan, Chair - 2001

Vicky Mason - 1999

Margo Luhrmann - 2000

Grace Ryan - 2002

Grace Marad - 2003

MEETING SCHEDULES

The BOARD OF SELECTMEN will meet every other week on Monday evenings at 7:30 PM at the Town Hall; weekly meetings may be held at the discretion of the Board. Persons interested in meeting with Selectmen on Monday evenings are requested to contact the Town Administrator at 432-7732 for an appointment.

The PLANNING BOARD will meet the First and Third Wednesdays of each month at the Building Department, 4 North Lowell Road, at 7:30 PM. Persons interested in meeting with the Board should contact the Planning Board Secretary at 432-3806 to be placed on the agenda.

The BOARD OF ADJUSTMENT will meet the Second and Fourth Tuesdays of each month at the Building Department, 4 North Lowell Road, at 7:30 PM. Persons interested in meeting with the ZBA should contact the Board of Adjustment Secretary at 432-3806 to be placed on the agenda.

The CONSERVATION COMMISSION will meet the Second and Fourth Thursdays of each month at the Building Department, 4 North Lowell Road, at 7:30 PM. Persons interested in meeting with the Commission should contact the Conservation Secretary at 432-3806 to be placed on the agenda.

1998 ANNUAL TOWN MEETING



MARCH 10, 1998

The Annual Town Meeting was called to order at 7:00 a.m. by Town Moderator Peter Griffin. Ballots were publicly opened by Town Clerk, Joan C. Tuck. Those present included Selectman Barker, Ballot Clerks, Supervisors/Checklist.

There were 6,484 names on the checklist, 1,458 votes cast.

The following were duly elected and sworn in:

SELECTMAN for Three Years:

Bruce Breton	302 Votes
Christopher Doyle	233 Votes
GALEN STEARNS	513 Votes
Ralph Williams	224 Votes (Write In)

LIBRARY TRUSTEE for Three Years:

J. GROSS	847 Votes
DOUGLAS MCDONALD	894 Votes
LUCIE LACHANCE	1,019 Votes

CEMETERY TRUSTEE for Three Years:

CARL LUHRMANN	1,163 Votes
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TOWN MODERATOR for Two Years:

PETER GRIFFIN	1,196 Votes
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TRUSTEE/TRUST FUNDS for Three Years:

DENNIS ROOT	1,188 Votes
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SUPERVISOR/CHECKLIST for Six Years:

MARIANNE BROWN	1,173 Votes
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ZONING PETITIONS:

Article #2 -	Petition #1	YES	1,179
		No	254
	Petition #2	YES	753
		No	667
	Petition #3	Yes	682
		NO	724
	Petition #4	Yes	442
		NO	958
	Petition #5	Yes	374
		NO	984

PLANNING BOARD AMENDMENTS:

Article #3 -	Amendment # 1	YES	977
		No	391
	Amendment # 2	YES	875
		No	446
	Amendment # 3	YES	832
		No	483
	Amendment # 4	YES	1,017
		No	324
	Amendment # 5	YES	1,001
		No	329
	Amendment # 6	YES	1,075
		No	288
	Amendment # 7	YES	1,039
		No	299
	Amendment # 8	YES	929
		No	437
	Amendment # 9	YES	1,014
		No	352
	Amendment #10	YES	941
		No	396
	Amendment #11	YES	957
		No	389
	Amendment #12	YES	1,053
		No	317
	Amendment #13	YES	914
		No	474
Article #4 -	Amend Building Code	YES	1,052
		No	283

Meeting recessed until Saturday, March 14th at 9:00 a.m. by Moderator Griffin.

MARCH 14, 1998

Business portion of the Annual Town Meeting was called to order by Moderator Griffin at 9:00 a.m. The Windham Community Band entertained the audience before the meeting began, and offered the Star Spangled Banner. Salute to the flag was led by Fire Chief Henry Lipe.

Those present for the business portion included Selectmen, Town Clerk, Town Administrator and Town Attorney.

Motion made and seconded to allow non-voters to remain as guests of the meeting, but not participate in discussions. Voted in the **AFFIRMATIVE**.

Meeting turned over to Chief Lipe for the swearing in of the Department's newly appointed Deputy Fire Chief, Steven Fruchtmann. Steven joined the Department in March of 1987, and until this appointment, held the position of Lieutenant. Present for the swearing in was his lovely wife, Joanne, two daughters, Jessica and Rebecca, and the entire Fire Department. Chief Lipe pinned

Deputy Fruchtmann, and presented flowers to Joanne, Jessica, and Rebecca. Congratulations were extended to all.

ARTICLE 5. Motion made by Neil Gallagher, and seconded by Rick Hancock, "To hear the reports of auditors, agents, and other committees heretofore chosen and pass any votes relating thereto." Voted in the **AFFIRMATIVE**.

ARTICLE 6. Motion made by Margaret Case, and seconded by Neil Gallagher, "To see if the Town will vote to raise and appropriate the sum of \$275,000 to be added to the Health Insurance Expendable Trust Fund." Voted in the **AFFIRMATIVE**.

ARTICLE 7. Motion made by Galen Stearns, and seconded by Margaret Case, "To see if the Town will vote to raise and appropriate the sum of \$35,000 to be added to the Property Maintenance Expendable Trust Fund." Voted in the **AFFIRMATIVE**.

ARTICLE 8. Motion made by Margaret Case, and seconded by Galen Stearns, "To see if the Town will vote to raise and appropriate the sum of \$30,000 to be added to the Earn Time Expendable Trust Fund." Voted in the **AFFIRMATIVE**.

ARTICLE 9. Motion made by Patricia Skinner, and seconded by Galen Stearns, "Shall we adopt the provisions of RSA 31:95-c to restrict 100% of the revenues from income derived from the rental of the Searles Building to expenditures for the purpose of renovations and restoration of the Searles Building? Such revenues and expenditures shall be accounted for in a special revenue fund to be known as the Searles Special Revenue Fund, separate from the general fund. Any surplus in said fund shall not be deemed part of the general fund accumulated surplus and shall be expended only after a vote of the legislative body to appropriate a specific amount from said fund for a specific purpose related to the purpose of the fund or source of the revenue." **BALLOT VOTE: YES 146, No 21. Voted in the AFFIRMATIVE.**

ARTICLE 10. Motion made by Neil Gallagher, and seconded by Dennis Butterfield, "To see if the Town will vote to raise and appropriate the sum of Five Hundred Thousand Dollars (\$500,000) for the purpose of developing Phase I of Griffin Park to include but not be limited to site preparation, installation of mechanical equipment and systems, and other site improvement cost. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until Phase I is completed, or for a period of five (5) years, whichever is less."

Explanation of Article 10 turned over to Rick Hancock and Neil Gallagher.

Motion by Tom Case, seconded by Charles Samardelis to **MOVE THE QUESTION**. Voted in the **NEGATIVE**. Discussion continued.

Motion made by Roger Hohenberger, seconded by Charles Samardelis to **MOVE THE QUESTION**. Voted in the **AFFIRMATIVE**. **BALLOT VOTE: Yes 224, NO 255. Voted in the NEGATIVE.**

Meeting turned over to Town Administrator, who presented the **EMPLOYEE OF THE YEAR AWARD** to Retired Deputy Fire Chief, Bill Wallace, and the **VOLUNTEER OF THE YEAR AWARD** to Gail Webster. Congratulations to each recipient.

Selectman Carolyn Webber extended best wishes to outgoing Selectman, Ralph Williams, for the past three years he served as a Selectman. The best gift Mr. Williams could have received was the support shown him by the write-in votes.

Dr. James Bulen, of the Town of Windham Emergency Management Committee, asked the support of the townspeople to help supply shelters in the event Windham should be involved in any kind of disaster. Anyone interested should contact Dr. Bulen.

New officers were sworn in by Town Clerk, Joan C. Tuck.

ARTICLE 11. Motion made by Selectman Williams, and seconded by Tom Case, "To see if the Town will vote to raise and appropriate the sum of \$4,630,972 for general municipal operations. Said sum does not include special or individual articles addressed."

Town Officers' Salaries	\$ 8,000	Fire Department	\$ 827,470
Administration	244,420	Emergency Management	3,050
Town Clerk Expenses	51,540	Planning & Development	203,217
Tax Collector Expenses	56,600	Town Highway Maint.	455,000
Election & Registration	8,295	Street Lighting	12,350
Cemeteries	38,500	Solid Waste Disposal	466,645
General Gov't Buildings	69,270	Health & Human Services	38,035
Appraisal of Properties	53,190	Animal Control	15,660
Searles Building	11,550	General Assistance	53,475
Legal Expenses	49,500	Library	343,100
Retirement	177,285	Recreation	89,495
Insurance	217,445	Senior Center	3,600
Contracted Services	30,000	Cable TV Expenses	40,150
Police Department	927,260	Interest Expenses	
Dispatching	147,960	(TANs)	1,000

AMENDMENT. Motion made by Selectman Williams, and seconded by Tom Case, to correct figure of \$4,630,972 to \$4,642,972, increasing the Cemetery budget by \$2,000 and the Planning and Development budget by \$10,000. Voted in the AFFIRMATIVE.

Article 11 voted in the AFFIRMATIVE as AMENDED.

ARTICLE 12. Motion made by Robert Pliskin, and seconded by Margaret Case, "To see if the Town will vote to establish a Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of renovating the existing Fire Station for other municipal uses and to raise and appropriate the sum of Twenty Five Thousand Dollars (\$25,000) to be placed in this fund."

AMENDMENT. Motion made by Charles McMahon, and seconded by Tom Case to INCREASE amount to \$30,000 for renovations to existing Fire Station.

Motion made by Robert Pliskin, seconded by Tom Case to MOVE THE QUESTION. Voted in the AFFIRMATIVE.

Voted in the NEGATIVE as AMENDED.

Motion made by Robert Pliskin, seconded by Tom Case to MOVE THE QUESTION. Voted in the AFFIRMATIVE.

Voted in the AFFIRMATIVE on MAIN MOTION.

ARTICLE 13. Motion made by Ralph Williams, and seconded by Russ Wilder, "To see if the Town will vote to establish a Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of renovating the existing Building Department Building for other municipal uses and to raise and appropriate the sum of Five Thousand Dollars (\$5,000) to be placed in this fund." Voted in the NEGATIVE.

ARTICLE 14. Motion made by Margaret Case, and seconded by Patricia Skinner, "To see if the Town will vote to raise and appropriate the sum of Nine Thousand Four Hundred Eighty Dollars (\$9,480), representing the cost of the increased economic benefits for members of Local Union No. 1801 AFSCME (Municipal Union) to which they are entitled for the fiscal year 1998-1999 under the terms of the latest collective bargaining agreement entered into by the Selectmen and AFSCME. Said contract to expire on March 31, 1999 with the additional cost for 1999 to be \$3,180." Voted in the AFFIRMATIVE.

ARTICLE 15. Motion made by Tom Case, and seconded by Patricia Skinner, "To see if the Town will vote to ratify the Fact Finder's Report which resulted out of the negotiation process between the Town and AFSCME Local No. 3657 (Police Union) and to see if the Town will vote to raise and appropriate the sum of Forty Three Thousand Nine Hundred and Fifty Five Dollars (\$43,955), representing the cost of the increased economic benefits for members of Local Union No. 3657 AFSCME to which they are entitled for the fiscal year 1997-1998 under the terms expressed in the Fact Finder's Report. The cost to be paid retroactively for 1997 is \$17,827 and the 1998 cost is \$26,128. Said contract to expire on March 31, 1998, with the additional cost for 1999 to be \$5,377." Voted in the **AFFIRMATIVE**.

ARTICLE 16. Motion made by Tom Case, and seconded by Patricia Skinner, "To see if the Town will vote to raise and appropriate the sum of Eleven Thousand Three Hundred Dollars (\$11,300), representing the cost of the increased economic benefits for members of Local Union No. 2915 IAFF (Fire Union) to which they are entitled for the fiscal years 1998-2000 under the terms of the latest collective bargaining agreement entered into by the Selectmen and IAFF. Said contract to expire on March 31, 2000 with the additional cost for 1999 to be \$13,750 and \$3,340 for the year 2000." Voted in the **AFFIRMATIVE**.

Motion made by Robert Pliskin, and seconded by Dennis Butterfield to **RECONSIDER** Article #10. Voted in the **NEGATIVE**.

Motion made by Charles McMahon, and seconded by several, to continue meeting until its conclusion. Voted in the **AFFIRMATIVE**.

Town Administrator Sullivan presented a Special Recognition Award to Ms. Winifred (Win) Carpenter for her continued efforts in keeping the Town of Windham abreast of events occurring in our Town. Congratulations for a job well done.

ARTICLE 17. Motion made by Galen Stearns, and seconded by Joan Tuck, "To see if the Town will vote to raise and appropriate the sum of \$24,833 for renovations to the Armstrong Building. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until renovations are completed or for a period of two (2) years, whichever is less." Voted in the **AFFIRMATIVE**.

ARTICLE 18. Motion made by Tom Case, and seconded by Patricia Skinner, "To see if the Town will vote to raise and appropriate the sum of \$50,000 for improvements to Town roads. This will be a non-lapsing account per RSA 32:7, VI and will not lapse for a period of two (2) years." Voted in the **AFFIRMATIVE**.

ARTICLE 19. Motion made by Patricia Skinner, and seconded by Galen Stearns, "To see if the Town will vote to raise and appropriate the sum of \$49,000 for technological improvements to the Police Station computer and radio communications systems and to accept a seventy five percent reimbursement grant from the US Department of Justice COPS More Program in the amount of \$36,750 with the balance of \$12,250 to come from general taxation. This will be a non-lapsing account per RSA 32:7, VI and will not lapse for a period of two (2) years." Voted in the **AFFIRMATIVE**.

ARTICLE 20. Motion made by Tom Case, and seconded by Margaret Case, "To see if the Town will vote to raise and appropriate the sum of \$9,580 for the purchase of furnishings and equipment for the Nesmith Library Building and to authorize the withdrawal of said sum from the Capital Reserve Fund established for this purpose, and to further terminate said fund (established in 1991) following the withdrawal, with any remaining funds transferred to the general fund under RSA 35-16-a." Voted in the **AFFIRMATIVE**.

ARTICLE 21. Motion made by Tom Case, and seconded by Bernard Rouillard, "To see if the Town will vote to raise and appropriate the sum of \$4,660 for the Conservation Commission, and authorize the Selectmen to transfer all unexpended Conservation Commission funds as of December 31, 1998 to the Conservation Fund in accordance with RSA 36-A:5.' Voted in the **AFFIRMATIVE**.

ARTICLE 22. Motion made by Russ Wilder, and seconded by Bernard Rouillard, "To see if the Town will vote, in accordance with RSA 80:80 (V) to retain Lot 25-R-7010, acquired by tax deed, and further to designate said parcel as Conservation Land under the care of the Conservation Commission. Said parcel is located at the end of Bayberry Road and is approximately 17 acres in size."

AMENDMENT. Motion made by Gail Webster, and seconded by Galen Stearns to **REMOVE WORDS** (and further to designate said parcel as Conservation Land under the care of the Conservation Commission).

Motion made by Louise Peltz, and seconded by several to **MOVE THE QUESTION**. Voted in the **AFFIRMATIVE**.

AMENDMENT voted in the **NEGATIVE**.

MAIN MOTION voted in the **AFFIRMATIVE**.

ARTICLE 23. Motion made by Wayne Morris, and seconded by M. McLaughlin, "To see if the Town will vote to deposit 100% of the revenues collected pursuant to Chapter 79-A (Current Use Taxation) in the Conservation Fund in accordance with RSA 36-A:5 III, as authorized by RSA 79-A:25 II. The Town currently allocates 20% of the revenues collected, with an annual limit of \$25,000 dollars."

AMENDMENT. Motion made by Frederic Noyles, and seconded by Tom Case, "To exclude any interest penalties assessed against the Current Use assessment." Voted in the **NEGATIVE**.

AMENDMENT. "Deposit 100% of revenue collected pursuant to Chapter 79-A in the Conservation Fund with an annual cap of \$100 K." Voted in the **NEGATIVE** by a show of hands. Yes 52, NO 79.

Motion made by Margaret Case, and seconded by Lucie Lachance, "To suspend the rules to accept further amendments." Voted in the **AFFIRMATIVE**.

AMENDMENT. Wording explained by Attorney Campbell and related amendment already given. AMENDMENT withdrawn - no second offered.

AMENDMENT. "To see if the Town will vote to deposit 50% of the revenues collected to a maximum of \$75,000 pursuant to Chapter 79-A in the Conservation Fund in accordance with RSA 36:a 5 III as authorized by RSA 79-A:25 II." Voted in the **NEGATIVE**.

Motion made by Gail Webster, and seconded by Roger Hohenberger to **MOVE THE QUESTION**. Voted in the **AFFIRMATIVE**.

MAIN MOTION voted in the **AFFIRMATIVE**.

Motion made by Louise Peltz, and seconded by Frederic Noyles to take Article #34 out of order. Voted in the **AFFIRMATIVE**.

ARTICLE 34. Motion made by Diane Gardner, and seconded by Elizabeth Dunn, "To see if the Town will vote to support increasing the Capital Improvements allocation from \$1.40 to \$2.00."

AMENDMENT. "To see if the Town will support the Planning Board's investigation of increasing the CIP allocation from \$1.40 up to a maximum of \$2.00."

Motion made by David Dubay, and seconded by Charles Crisler to **MOVE THE QUESTION**. Voted in the **AFFIRMATIVE**.

Article #34 voted in the **AFFIRMATIVE** as **AMENDED**.

ARTICLE 24. Motion made by Diane Gardner, and seconded by Tom Case that "In accordance with the Municipal Finance Act, the Town shall raise and appropriate the sums of \$442,558.37 Principal, and \$163,084.59 Interest, for payment of Long Term Notes. Voted in the **AFFIRMATIVE**.

ARTICLE 25. Motion made by Frederic Noyles, and seconded by Margaret Case, "To see if the Town will vote to authorize the Selectmen to convey to the Windham School District the existing police station building and land associated therewith for the sum of One (\$1.00) Dollar, said conveyance to include an option to repurchase the premises at any time after ten (10) years for the sum of One (\$1.00) Dollar, and upon such other terms and conditions as may be acceptable to the Board of Selectmen." Voted in the **AFFIRMATIVE**.

ARTICLE 26. Motion made by Frederic Noyles, and seconded by Ralph Williams to **DISMISS** Article 26, "To see if the Town will vote to raise and appropriate the sum of \$30,000 for renovations to the existing Police Station on Haverhill Road for use by other municipal purposes. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until renovations are completed or for a period of two (2) years, whichever is less." Voted in the **AFFIRMATIVE**.

ARTICLE 27. Motion made by Frederic Noyles, and seconded by Bernard Rouillard, "To see if the Town will vote to authorize the Selectmen to enter into an Option to Lease Agreement with the Windham Housing Authority for approximately ten (10) acres of the rear portion of the town municipal complex land, known as Lot 16-L-100, and as shown on the 1995 complex plans developed by the Turner Group, for the sum of One (\$1.00) Dollar, and upon such other terms and conditions as may be acceptable to the Board of Selectmen. Said piece will be used by the Housing Authority to develop elderly housing for the community." Voted in the **AFFIRMATIVE**.

ARTICLE 28. Motion made by Tom Case, and seconded by Frederic Noyles, "To see if the Town will vote to allow the Historic District Commission to assume the duties of a Heritage Commission, while continuing its responsibility to act as a Historic District Commission, in accordance with the provisions of RSA 673; RSA 674, and Chapter 138, Laws of 1995, or take any other action relating thereto." Voted in the **AFFIRMATIVE**.

ARTICLE 29. Motion made by Douglass Barker, and seconded by Frederic Noyles to **DISMISS** Article 29, "To see if the Town will vote to authorize the Selectmen to convey approximately 3,688 square feet formerly a portion of Wyman Road, to George Dinsmore, for the sum of Five Thousand (\$5,000) Dollars and upon such other terms and conditions as may be acceptable to the Board of Selectmen." Voted in the **AFFIRMATIVE**.

Motion made by Margaret Crisler, and seconded by Wayne Bailey to **COMBINE** Articles #30, #31, and #35. Voted in the **AFFIRMATIVE**.

ARTICLE 30. "To see if the Town will vote to authorize the Selectmen, in accordance with the provisions of RSA 80:80 (III), to convey the premises known as Lot 2-A-25, which were acquired by tax deed, to Maxine Bartlett for payment of all back taxes, interest, and legal fees. Total, principal and interest = \$12,155.52."

AMENDMENT. Motion made by Ralph Williams, and seconded by Carolyn Webber to **CHANGE** "2-A-25" TO "2-A-2." Voted in the **AFFIRMATIVE**.

Article #30 voted in the **AFFIRMATIVE** as **AMENDED**.

ARTICLE 31. Motion made by Margaret Crisler, and seconded by Wayne Bailey, "To see if the Town will vote to ratify the acceptance of parcel 22-R-250 (located off of Spear Hill Road) which has been donated to the Town." Voted in the AFFIRMATIVE.

ARTICLE 35. "To see if the Town will vote to fully discontinue and release that portion of Nashua Road shown as Parcels A & B on a plan of land entitled "Extension of Lots 9-A-1008 and 9-A-1009 to Kendall Pond Road" prepared for the Town of Windham by Robert W. Thorndike, Surveyor, Revised 10/18/95, and to further authorize the Selectmen to convey to the adjoining owners such parcels on such terms and conditions as the Selectmen may establish." Voted in the AFFIRMATIVE.

ARTICLE 32. Motion made by Lucie Lachance, and seconded by Tom Case, "To see if the Town will vote to raise a sum of money to purchase or lease a 15 passenger van to be used primarily for transportation of the Senior Citizen residents of the Town of Windham and for any other uses that the Town may require."

AMENDMENT. Motion made by Tom Case, and seconded by Robert Skinner to "Eliminate the words 'a sum of money' and insert the figure '\$30,000'." Voted in the AFFIRMATIVE.

Article #32 voted in the AFFIRMATIVE as AMENDED.

ARTICLE 33. Motion made and seconded, "To see if the Town will vote to declare Mary F. Long, 1917-1997, "Windham Artist Emeritus". Mary was a long time resident of Windham, who has made a significant contribution to the Town of Windham by using her artistic talents working with the children of Windham through the Friends of the Library. We also request the purchase of an appropriate plaque, signifying her status as "Windham Artist Emeritus", and to proudly display it in the Nesmith Library along with many of her items which are currently on display." Voted in the AFFIRMATIVE.

ARTICLE 36. Cable Board Chairman, Margaret Case, thanked everyone for the support given during the year, and also stated the new quarters are complete, and they will be moving in shortly.

The Board of Selectmen extended their thanks for the professional way Town Meeting was run.

Motion made by Tom Case, and seconded by Gail Webster, "Requesting legislature adopt the following resolution:

Whereas the United States Government recognizes the value of Volunteerism, and

Whereas the Government of the State of New Hampshire is based on Volunteerism, and

Whereas New Hampshire is number one in Volunteerism, and

Whereas Volunteerism in New Hampshire is 150 percent of the average of all of the other states, and

Whereas the State of New Hampshire has a Governor's Office of Volunteerism, dedicated to encourage Volunteerism, and

Whereas the State of New Hampshire honors their Long Term Volunteers by a "Volunteer of the Year" award, and

Whereas the Town of Windham has, in the past, recognized Long Term Volunteer service by giving a "Volunteer of the Year" award, and

Whereas Windham's Volunteers contribute many hours of Community Service resulting in a substantial cost savings to the Town, and

Whereas the residents of the Town of Windham, have recognized the dedication of its Volunteers, including Long Term Volunteers, and

Whereas the Volunteers help to provide a Community in which we are all proud to be Residents,

Let us now resolve, that a message be sent forth to the Board of Selectmen, that we should join with the Country and the State of New Hampshire, in recognizing that Volunteers, regardless of the length of their service, are valuable assets to our Community, and that they should be treated with the dignity and respect that is justly deserved. We further direct that a copy of this Resolution be given to the current Selectmen, and to the newly elected Selectman.

Voted by the Town Meeting on March 14, 1998."

Voted in the AFFIRMATIVE.

Motion made by Gail Webster, and seconded by all, thanking the Lions Club, Board of Selectmen, Moderator, and the Windham Community Band. Voted in the AFFIRMATIVE.

Moderator Griffin stated he was charged to appoint a committee to study all private roads. He stated it was not in time, and requested permission to continue. Voted in the AFFIRMATIVE.

Margaret Case stated that Mr. Ed Clark is participating in the Special Olympics in Japan, and wished him luck.

Motion made and seconded to ADJOURN. Meeting ADJOURNED at 5:00 PM.

Respectfully submitted,

JOAN C. TUCK
Town Clerk

SPECIAL TOWN MEETING, OCTOBER 8, 1998



OCTOBER 8, 1998

Special Town Meeting was called to order at 7:10 PM by Town Moderator Peter Griffin. Those in attendance included: Board of Selectmen, Town Clerk, Town Attorney Campbell, Town Administrator, and Mr. Turner, Director of Planning and Development.

Moderator Griffin requested to refrain from reading entire warrant. Vote was in the affirmative.

Motion made by Patricia Skinner, seconded by Pam Skinner to allow non-residents to remain, but not be able to deliberate. Vote was in the affirmative.

Motion made by Elizabeth Dunn, seconded by Roger Hohenberger to explain Phase I of ordinance governing public indecency.

Explanation offered by Chairman Charles McMahon. Question and answer period turned over to Al Turner. Mr. Turner gave a brief historical background of the ordinance, as did Attorney Campbell on the legalities. Surrounding towns were asked how they regulated such facilities as well as any additional steps they thought may help regulate this ordinance.

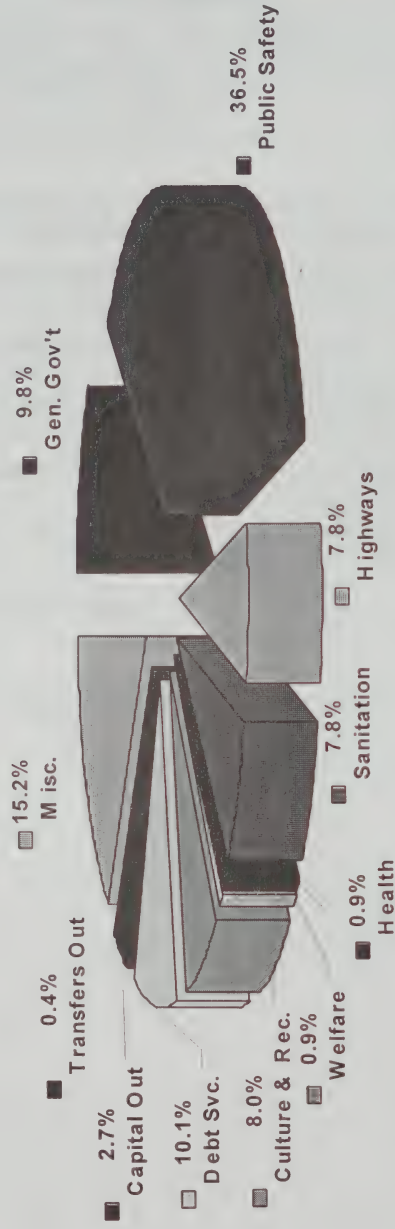
Being no more discussion, motion was made by Roger Hohenberger, seconded by Elizabeth Dunn to vote the question. Vote was in the affirmative.

Motion made and seconded by all to adjourn meeting. Vote was in the affirmative at 7:20 PM.

Respectfully submitted,

JOAN C. TUCK
Town Clerk

1998 CATEGORICAL BUDGET DETAIL



STATEMENT OF APPROPRIATIONS



PURPOSES OF APPROPRIATIONS

GENERAL GOVERNMENT:

Town Officer's Salaries	\$ 8,000.00
Administration	245,870.00
Election and Registration Expenses	8,295.00
Cemeteries	38,500.00
General Government Buildings	69,270.00
Appraisal of Property	53,190.00
Legal Expenses	49,500.00
Town Clerk's Expenses	52,012.00
Tax Collector's Expenses	57,068.00
Searles Building	11,550.00

PUBLIC SAFETY:

Police Department	965,038.00
Fire Department	839,280.00
Emergency Management	3,050.00
Planning & Development	205,058.00
Contracted Police Services	30,000.00
Dispatching	154,817.00

HIGHWAYS, STREETS AND BRIDGES:

Town Maintenance	455,000.00
Street Lighting	12,350.00

SANITATION:

Solid Waste Disposal	470,615.00
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HEALTH:

Health and Human Services	38,035.00
Animal Control	15,660.00

WELFARE:

General Assistance	53,475.00
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CULTURE AND RECREATION:

Library	343,100.00
Recreation	89,495.00
Conservation Commission	4,660.00
Senior Center	3,600.00
Cable TV Expenses	40,150.00

DEBT SERVICE:

Long Term Notes (Principal and Interest)	605,643.00
Interest Expense - Tax Anticipation Notes	1,000.00

CAPITAL OUTLAY:

Road Improvements	50,000.00
Renovations to Armstrong Building	24,833.00
Library	9,580.00
Police Technology Grant	49,000.00
Town Van	30,000.00

OPERATING TRANSFERS OUT:

Capital Reserve Funds	25,000.00
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MISCELLANEOUS:

FICA, Retirement and Pension Contributions	177,285.00
Insurance	217,445.00
Health Trust	275,000.00
Property Maintenance Trust	35,000.00
Earned Time Trust	30,000.00
Refunds and Abatements	150,000.00

TOTAL APPROPRIATIONS:

	\$ 5,996,424.00
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SOURCES OF REVENUE**TAXES:**

Yield Taxes	1,500.00
Interest and Penalties on Taxes	130,000.00
Other Taxes	7,200.00

LICENSES, PERMITS AND FEES:

Business Licenses and Permits	1,360.00
Motor Vehicle Permit Fees	1,580,000.00
Building Permits	95,000.00
Other Licenses, Permits and Fees	59,500.00

FROM FEDERAL GOVERNMENT:

Gas Tax Refund	3,700.00
FEMA Reimbursement	12,800.00
Federal COPS More Grant	36,750.00

FROM STATE:

Shared Revenue	41,174.00
Highway Block Grant	164,529.00
Gas Tax Refund	3,600.00
FEMA	1,800.00
Meals and Rooms Tax Disbursement	146,239.00

CHARGES FOR SERVICES:

Income from Departments	255,200.00
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MISCELLANEOUS REVENUES:

Sales of Municipal Property and Information	29,155.00
Interest on Investments	175,000.00
Cable TV Fees	65,120.00
Other (Insurance Refunds and Other Misc.)	12,000.00

INTERFUND OPERATING TRANSFERS IN:

Capital Reserve Fund	9,580.00
Income from Trust Funds	725.00

OTHER FINANCING SOURCES:

Fund Balance	320,000.00
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TOTAL REVENUES AND CREDITS:

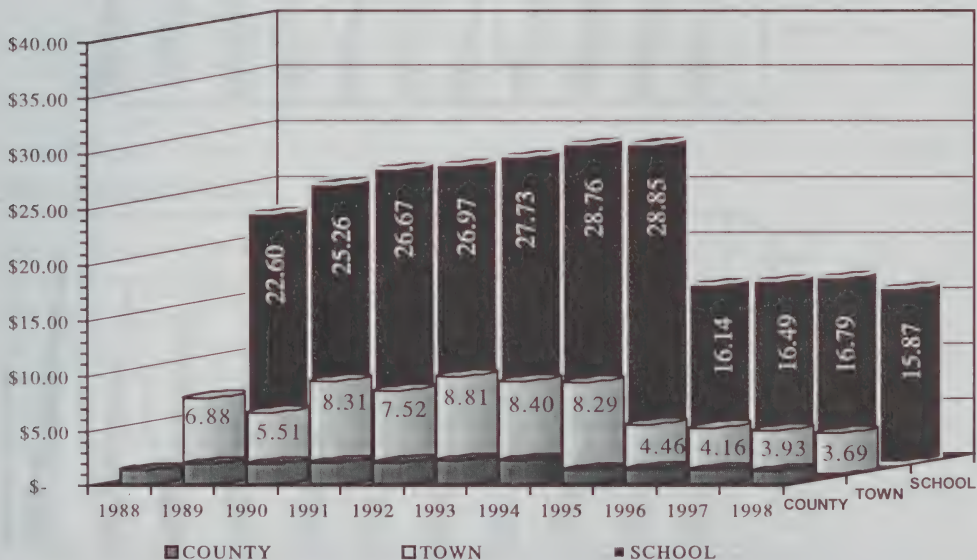
	\$ 3,151,932.00
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TAX RATE COMPUTATION

Total Town Appropriations	\$ 5,846,423.00
LESS: Revenues and Credits	3,151,932.00
Net Town Appropriations	\$ 2,694,491.00
 School Tax Assessment	 12,369,674.00
County Tax Assessment	889,421.00
Total of Town, School and County	\$15,953,586.00
 DEDUCT: Shared Revenue	 20,383.00
ADD: War Service Credits	48,700.00
ADD: Overlay	150,546.00
PROPERTY TAXES TO BE RAISED:	\$16,132,449.00

Net Assessed Valuation = \$779,345,390 Levy - \$16,132,449 Approved Tax Rate = \$20.70

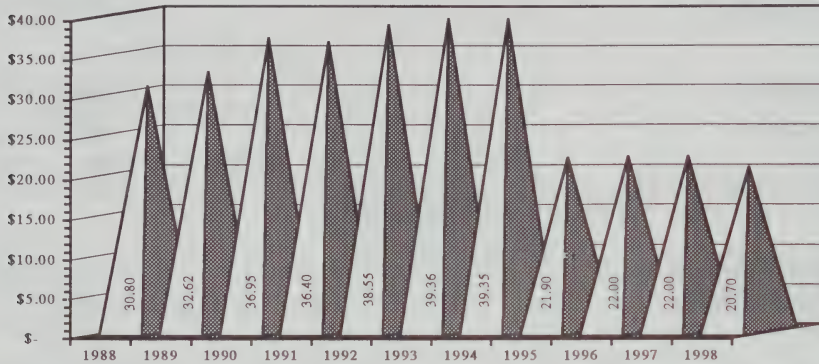
The following chart depicts the school, town, and county apportionments of our tax rates over the last 10 years.



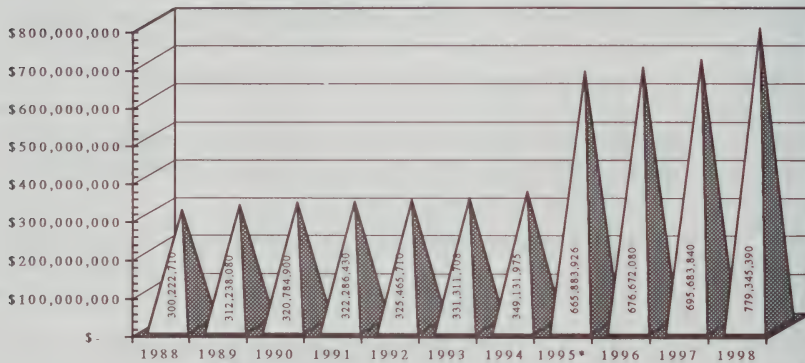
PROPERTY TAX HISTORICAL STUDY



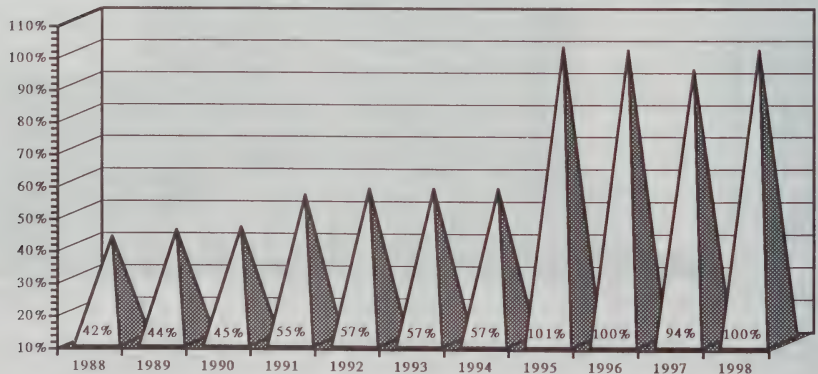
TAX RATES



TAXABLE VALUATIONS



ASSESSMENT RATIOS



SUMMARY INVENTORY OF VALUATION



DESCRIPTION OF PROPERTY	1998 VALUATION
VALUE OF LAND ONLY:	
Current Use	\$ 267,870.00
Residential	316,319,430.00
Commercial/Industrial	11,696,100.00

Total of Taxable Land	\$ 328,283,400.00
VALUE OF BUILDINGS ONLY:	
Residential	\$ 412,530,400.00
Manufactured Housing	49,300.00
Commercial/Industrial	33,876,140.00

Total of Taxable Buildings	446,455,840.00
PUBLIC WATER UTILITY (Privately Owned)	1,354,750.00
PUBLIC UTILITIES - Gas	560,000.00
Electric	7,070,300.00

VALUATION BEFORE EXEMPTIONS	\$ 783,724,290.00
Blind Exemptions - 2	\$ 30,000.00
Elderly Exemptions - 58	4,117,800.00
Permanently Disabled - 7	231,100.00

TOTAL AMOUNT OF EXEMPTIONS	\$ 4,378,900.00

NET VALUATION ON WHICH TAX RATE IS COMPUTED	\$ 779,345,390.00



The above chart depicts how the total valuation of the Town is composed.
The utilities percentage includes both public and privately owned.

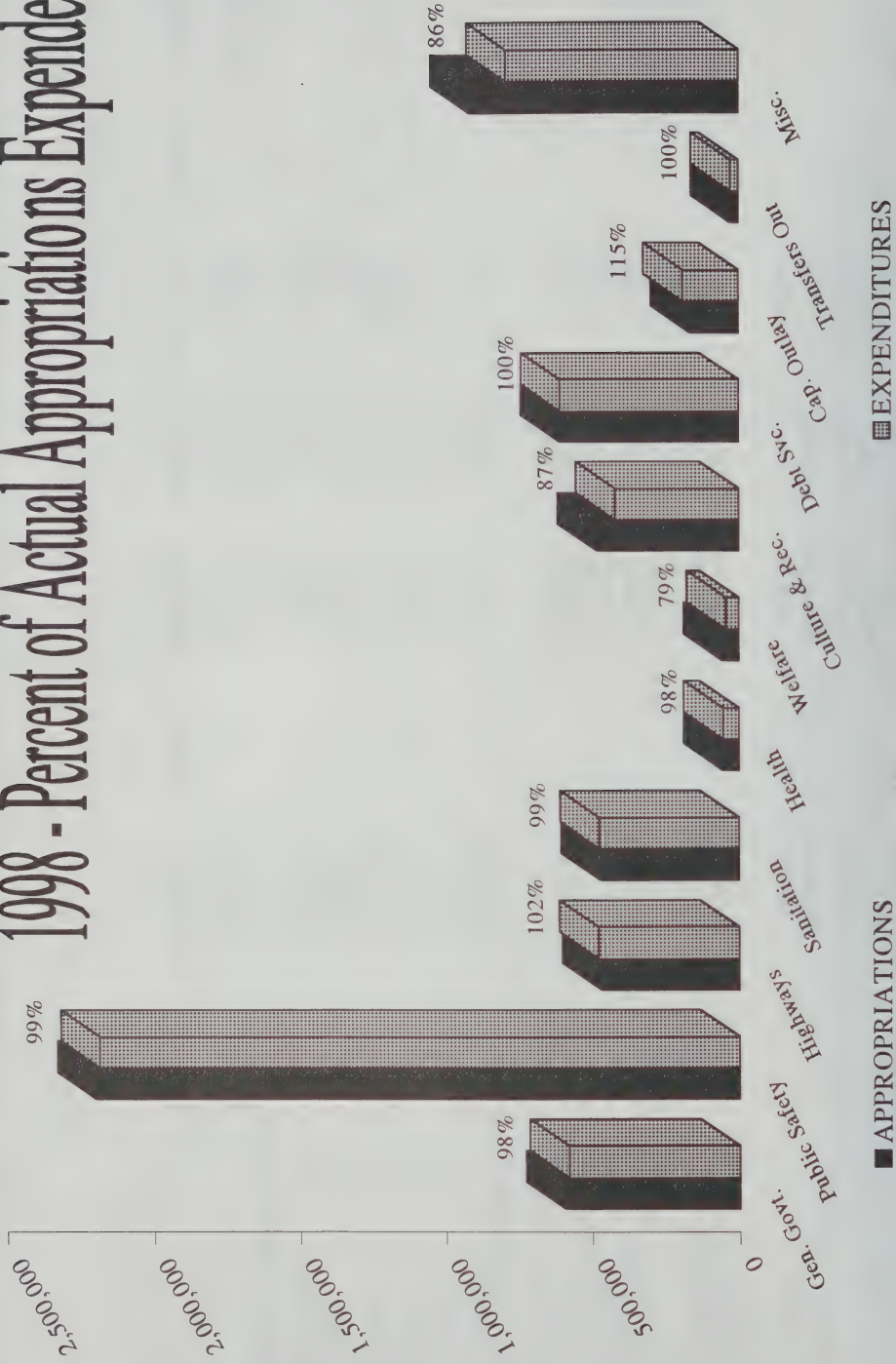
COMPARATIVE STATEMENT



	APPROPRIATIONS FORWARDED FROM 1997	APPROPRIATIONS 1998	RECEIPTS AND REIMBURSE.	TOTAL AMOUNT AVAILABLE	EXPENDITURES 1998	BALANCES UNEXPENDED	OVERDRAFTS	APPROPRIATIONS FORWARDED TO 1999
GENERAL GOVERNMENT								
Town Officer's Salaries		8,000.00		8,000.00	8,000.00			
Administration		245,870.00	383.97	246,253.97	241,321.68	732.29		4,200.00
Town Clerk's Expenses		52,012.00		52,012.00	44,308.84	7,703.16		
Tax Collector's Expenses		57,068.00		57,068.00	46,657.52	10,410.48		
Elections		8,295.00	198.75	8,493.75	6,918.73	1,575.02		
Cemetery		38,500.00		38,500.00	29,665.91	8,834.09		
General Gov't Bldgs	3,334.00	69,270.00		72,604.00	86,501.40		(25162.40)	11,265.00
Appraisal of Property		53,190.00		53,190.00	50,840.57	2,349.43		
Searles School		11,550.00		11,550.00	10,716.33	833.67	(4911.12)	
Legal Expenses		49,500.00	843.44	50,343.44	55,254.56			
PUBLIC SAFETY								
Police Department		965,038.00		965,038.00	933,231.80	31,106.20		700.00
Contracted Police		30,000.00		30,000.00	49,325.34		(19325.34)	
Dispatching		154,817.00		154,817.00	148,720.87	6,096.13		
Fire Department	4,500.00	839,280.00		843,780.00	849,431.76		(5651.76)	
Civil Defense		3,050.00		3,050.00	2,437.67	612.33		
Planning and Development		205,058.00	155.00	205,213.00	201,901.49	3,311.51		
HIGHWAYS, STREETS, BRIDGES								
Town Maintenance		455,000.00		455,000.00	466,223.08		(11223.08)	
Street Lights		12,350.00		12,350.00	11,144.77	1,205.23		
SANITATION								
Solid Waste Disposal	10,736.00	470,615.00		481,351.00	475,352.45	5,998.55		
HEALTH								
Health and Human Services		38,035.00		38,035.00	37,097.00	938.00		
Animal Control		15,660.00		15,660.00	15,416.12	243.88		
WELFARE								
General Assistance		53,475.00		53,475.00	42,413.35	11,061.65		
CULTURE AND RECREATION								
Library		343,100.00		343,100.00	306,984.65	36,115.35		
Recreation		89,495.00		89,495.00	74,736.39	14,758.61		
Conservation Comm.		4,660.00		4,660.00	4,660.00	0.00		
Senior Center		3,600.00		3,600.00	3,654.43		(54.43)	
Cable TV Expenses		40,150.00		40,150.00	28,759.54	11,390.46		

	APPROPRIATIONS FORWARDED FROM 1997	APPROPRIATIONS 1998	RECEIPTS AND REIMBURSE.	TOTAL AMOUNT AVAILABLE	EXPENDITURES 1998	UNEXPENDED	BALANCES OVERDRAFTS	APPROPRIATIONS FORWARDED TO 1999
DEBT SERVICE								
Long Term Notes - P + I		605,643.00		605,643.00	605,589.05	53.95		
Interest - TANS		1,000.00		1,000.00		1,000.00		
CAPITAL OUTLAY								
Armstrong Building Renov.	10,860.00	24,833.00		35,693.00	32,813.07	0.93		2,879.00
Griffin Park Engineering	9,980.00			9,980.00	1,545.00	7,655.00		780.00
Library	20,271.00	9,580.00		29,851.00	26,354.65	0.35		3,496.00
Police Station	67,425.00			67,425.00	65,247.63	0.37		2,177.00
Police Technology Grant		49,000.00		49,000.00	675.22	0.78		48,324.00
Road Improvements		50,000.00		50,000.00		0.00		50,000.00
Town Complex Infrastructure	5,868.00			5,868.00	5,868.00	0.00		
Town Van		30,000.00		30,000.00	30,000.00	0.00		
Donations/Cable Studio	25,000.00			25,000.00	25,000.00	0.00		
OPERATING TRANSFERS OUT								
Capital Reserve Funds		25,000.00		25,000.00	25,000.00	0.00		
MISCELLANEOUS								
Retirement		177,285.00		177,285.00	165,420.90	11,864.10		
Insurance		217,445.00	7,274.31	224,719.31	207,496.74	17,222.57		
Refunds and Abatements		150,000.00		150,000.00	78,316.05	71,683.95		
Health Trust		275,000.00		275,000.00	275,000.00	0.00		
Property Trust		35,000.00		35,000.00	35,000.00	0.00		
Earned Time Trust		30,000.00		30,000.00	30,000.00	0.00		
OTHER GOVERNMENTAL DIVISIONS								
School	6,738,675.00	12,470,559.00		19,209,234.00	12,337,151.00	0.00		6,872,083.00
County		897,162.00		897,162.00	897,162.00	0.00		
TOTALS	6,896,649.00	19,364,145.00	8,855.47	26,269,649.47	19,075,315.56	264,758.04	(66328.13)	6,995,904.00

1998 - Percent of Actual Appropriations Expended



TRUSTEE OF TRUST FUNDS' REPORT



NAME OF TRUST FUND	PRINCIPAL			INCOME			GRAND TOTAL OF PRINCIPAL & INCOME
	BALANCE BEGINNING YEAR	NEW FUNDS CREATED	BALANCE END YEAR	BALANCE BEGINNING YEAR	INCOME DURING YEAR	EXPENDED DURING YEAR	
CEMETERIES							
Cemetery-on-Hill	1,189.03		1,189.03	0.00	65.46	65.46	0.00
Perpetual Care	62,090.00		62,090.00	1,079.86	3,441.51	3,441.51	1,079.86
Neglected Lots	500.00		500.00	0.00	11.08	11.08	0.00
Garaphelia Park	1,000.00		1,000.00	0.00	55.04	55.04	0.00
Martha Clark Fund	2,000.00		2,000.00	0.00	110.11	110.11	0.00
Dora Haseltune Fund	500.00		500.00	0.00	8.06	8.06	0.00
Cemetery-on-the-Plains	17,574.89		17,574.89	1,774.48	499.98	0.00	2,274.46
Cemetery Trustees	0.00		0.00	4,864.00	4,082.31	1,226.06	7,720.25
Maintenance Fund	7,850.00	500.00	8,350.00	102.59	505.71	500.00	108.30
LIBRARY							
Public Library Fund	3,000.00		3,000.00	0.00	165.12	165.12	0.00
Library Books	1,000.00		1,000.00	0.00	55.04	55.04	0.00
ARMSTRONG MEM. BLDG.							
	1,157.34		1,157.34	440.56	1,109.22	1,109.22	440.56
SCHOOLS							
Searles School Repairs	0.00		0.00	353.08	5.69	0.00	358.77
Eliz. Wilson Fund	1,000.00		1,000.00	0.00	55.04	55.04	0.00
School Dist. 2,3,4,6	4,022.00		4,022.00	0.00	221.41	221.41	0.00
MINISTERIAL FUNDS							
	1,989.63		1,989.63	0.00	109.51	109.51	0.00
NEEDY PERSONS							
	1,400.00		1,400.00	3,565.47	101.32	0.00	3,666.79
REPAIR TOWN BUILDINGS							
	1,979.65		1,979.65	0.00	108.98	108.98	0.00
IRENE HERBERT SCHLRSHIP							
	14,075.00		14,075.00	872.29	821.90	500.00	1,194.19
CAPITAL RESERVE FUNDS							
Fire Apparatus	10,000.00		10,000.00	1,565.72	590.01	0.00	2,155.73
Library Addition	0.00		0.00	9,581.16	489.41	10,070.57	0.00
Community Center	30,000.00		30,000.00	3,848.14	1,726.71	0.00	5,574.85
Fire Station	22,000.00		22,000.00	2,358.03	1,242.59	0.00	3,600.62
Rte 111 / Town Complex	50,000.00		50,000.00	3,875.48	1,087.88	0.00	4,963.36
Fire Station Renovation	0.00	25,000.00	25,000.00	0.00	127.06	0.00	127.06
TOTALS	234,327.54	25,500.00	209,827.54	34,280.86	16,796.15	17,812.21	33,264.80
							243,092.34

SCHEDULE OF TOWN PROPERTY



DESCRIPTION	VALUE
Town Hall, Armstrong Memorial Building & Fire Department (11A-590)	
Land and Buildings	\$ 421,000
Furniture and Equipment, Town Hall	50,000
Furniture and Equipment, Fire Department	285,000
Cable TV Studio, Equipment	20,000
Town Complex, Land (16L-100)	350,000
Police Station	1,300,000
Furniture and Equipment	300,000
Nesmith Library	1,500,000
Furniture and Equipment	750,000
Recycling/Transfer Station, Land and Buildings (11A-201)	533,600
Building Department, Land and Buildings (11C-1300)	119,800
Furniture and Equipment	25,000
Senior Center, Land and Buildings (11C-1200)	121,500
Searles Building, Land, Buildings, and Contents (18L-525)	329,300
Highway Department, Land and Buildings (3A-955, 3B-998)	98,400
Equipment	20,000
Cemeteries, Building and Equipment (7A-501, 21K-150, 21V-100, 21W-6)	200
Sportsfields (1C-2500A, 21W-6, 22R-900, 24F-5205)	679,200
Disposal Site, Land (25R-300)	75,500
Town Beach, Land and Buildings (21H-1A)	166,800
Conservation/Recreation Lands (1C-2500, 25E-10)	364,100
Water Supply, Land (20D-1000)	163,900
All Lands and Buildings Acquired by Tax Collector's Deeds	1,200,500
Land Gifts	503,000
Schools, Lands and Buildings (20D-800, 24F-2000)	8,836,500
SAU #28 Preschool Services, Land and Buildings (20D-900)	239,900

TOTAL	\$ 18,453,200

PROPERTIES ACQUIRED THROUGH TAX COLLECTOR'S DEED

1B-1022	48,300	13J-95	2,800	19B-701	60,100
1B-1025	48,800	13K-34A	14,000	19B-715	61,600
1B-1026	47,700	13K-34B	15,400	20D-1300	7,000
1B-1027	48,200	14B-2350	7,700	20D-1300A	4,300
2A-1325	50,600	16C-1	38,500	20D-2500	87,500
3B-355	7,300	16C-5	3,200	20E-350	7,700
3B-375	7,300	16F-8A	0	21V-227A	0
3B-680	4,600	16L-50	6,100	21V-243J	3,100
3B-850-2	2,300	16P-501	2,000	21V-255B	14,300
7A-625	5,800	16P-502	1,900	22R-250	4,000
8A-61	3,300	16P-540	2,700	24A-601	6,000
8B-850	122,200	16P-1004	3,200	24D-600	6,700
8B-900	120,600	16P-1010	2,700	24E-100	6,500
8B-4100	7,900	17I-49	4,700	24F-400	7,700
8B-4300	8,400	17J-100B	14,200	24G-101	66,800
8B-5800	10,500	17J-110A	15,000	25E-481	0
8B-6000	9,200	17J-134A	14,100	25R-6000A	6,500
9A-652	2,000	17L-65A	2,500	25R-7010	113,300
11A-634A	31,700	17M-46A	0		

INDEPENDENT AUDITOR'S REPORT



April 24, 1998
To the Board of Selectmen
Town of Windham, New Hampshire

We have audited the general purpose financial statements of the Town of Windham, New Hampshire as of and for the year ended December 31, 1997, and have issued our report thereon dated April 24, 1998.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the general purpose financial statements are free of material misstatement.

The management of the Town of Windham, New Hampshire is responsible for establishing and maintaining an internal control structure. In fulfilling this responsibility, estimates and judgments by management are required to assess the expected benefits and related costs of internal control structure policies and procedures. The objectives of an internal control structure are to provide management with reasonable, but not absolute, assurance that assets are safeguarded against loss from unauthorized use or disposition, and that transactions are executed in accordance with management's authorization and recorded properly to permit the preparation of general purpose financial statements in accordance with generally accepted accounting principles. Because of inherent limitations in any internal control structure, errors or irregularities may nevertheless occur and not be detected. Also, projection of any evaluation of the structure to future periods is subject to the risk that procedures may become inadequate because of changes in conditions or that the effectiveness of the design and operation of policies and procedures may deteriorate.

In planning and performing our audit of the general purpose financial statements of the Town of Windham, New Hampshire for the year ended December 31, 1997, we obtained an understanding of the internal control structure. With respect to the internal control structure, we obtained an understanding of the design of relevant policies and procedures and whether they have been placed in operation, and we assessed control risk in order to determine our auditing procedures for the purpose of expressing our opinion on the general purpose financial statements and not to provide an opinion on the internal control structure. Accordingly, we do not express such an opinion.

Our consideration of the internal control structure would not necessarily disclose all matters in the internal control structure that might be material weaknesses under standards established by the American Institute of Certified Public Accountants. A material weakness is a condition in which the design or operation of one or more of the internal control structure elements does not reduce to a relatively low level the risk that errors and irregularities in amounts that would be material in relation to the general purpose financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions. We noted no matters involving the internal control structure and its operation that we consider to be material weaknesses as defined above.

This report is intended for the information of management and the Board of Selectmen. However, this report is a matter of public record and its distribution is not limited.

VACHON, CLUKAY & CO., PC

BALANCE SHEET



	Governmental Fund Types			Fiduciary Fund Types		Account Group	Totals	
	General	Special Revenue	Capital Projects	Trust & Agency	Gen. Long-Term Debt		1997	1996
ASSETS								
Cash	\$6,136,803	\$ 98,464	\$1,057,291	\$ 88,967		\$ 7,381,525	\$ 4,672,694	
Investments		97,399		560,407		657,806	2,973,351	
Receivables:								
Taxes, net	875,094					875,094	995,403	
Accounts	20,357					20,357	20,946	
Due from other funds	50,580	218	85,696	33,430		169,924	297,900	
Restricted cash and investments	197,725					197,725	139,345	
Amount to be provided for retirement of long-term obligations								
Total Assets	\$7,280,559	\$196,081	\$1,142,987	\$682,804	\$3,107,703	\$12,410,134	\$11,258,111	
LIABILITIES & FUND BALANCES								
Liabilities:								
Accounts payable	7,583	37	327,896	3,480		338,996	227,973	
Accrued liabilities							38,008	
Retainage payable			64,854			64,854	24,214	
Deferred revenues	11,334					11,334	4,734	
Deposits	197,725					197,725	139,345	
Due to other funds	85,696	3,426	33,430	47,372		169,924	297,900	
Due to other governments	6,162,151			274		6,162,425	5,839,270	
General obligation notes					2,781,177	2,781,177	1,867,903	
Accrued compensated absences payable					326,526	326,526	290,569	
Total Liabilities	6,464,489	3,463	426,180	51,126	3,107,703	10,052,961	8,729,916	
Fund Balances:								
Reserved for encumbrances	18,570					18,570	19,235	
Reserved for endowments				122,328		122,328	119,428	
Unreserved:								
Designed for subsequent years' expenditures	48,138	140,072	716,807	490,009		1,395,026	1,794,746	
Undesignated	749,362	52,546		19,341		821,249	594,786	
Total Fund Balances	816,070	192,618	716,807	631,678		2,357,173	2,528,195	
Total Liabilities and Fund Balances	\$7,280,559	\$196,081	\$1,142,987	\$682,804	\$3,107,703	\$12,410,134	\$11,258,111	

TOWN CLERK'S REPORT



Activity in the Town Clerk's Office continues to slowly grow, with 1998 bringing approximately a 1% increase in motor vehicle registrations, dog licenses, and overall remittances to the Town Treasurer. However, 1999 is certain to bring an increased workload to our office, as the State of New Hampshire has chosen this year to implement a statewide re-issue of motor vehicle plates.

1998 also saw a staffing change in the office. Laurie Hobbs, originally hired as a part-time assistant, has been named full-time Assistant Town Clerk. Laurie has certainly been an asset to the Town, and I am pleased to be working with her. Also new to the office is part-time Assistant, Ruth Robertson.

In addition to motor vehicle registrations, dog licensing, voter registration, and vital records, our office continues to provide boat and off-road vehicle registrations, and hunting and fishing licenses as services to the Town. We encourage residents to call ahead with any questions they may have regarding any of the services we provide.

DEBIT REPORT

Motor Vehicle Permits Issued: 12,655		\$ 1,590,171.00
Dog Licenses Issued:		
1,676 Licenses	\$	15,544.50
Less: Fees at \$.50		- 811.50

		14,733.00

		\$1,604,904.00
Income from Dog Officer		4,005.00
Sale of Town Information		4,751.88
Boats		6,755.77

TOTAL		\$1,620,416.65

CREDIT REPORT

Remittances to Treasurer:		
Motor Vehicle Permits	\$	1,590,171.00
Dog Licenses		14,733.00
Dog Officer		4,005.00
Total Miscellaneous		4,751.88
Boats		6,755.77

TOTAL		\$ 1,620,416.65

Respectfully submitted,

JOAN C. TUCK
Town Clerk

TAX COLLECTOR'S REPORT



DEBIT REPORT

	1998	Levies of	Prior
UNCOLLECTED TAXES			
BEGINNING OF YEAR:			
Property Taxes	\$		\$ 657,566.08
Land Use Change Taxes			32,500.00
Yield Taxes			56.12
TAXES COMMITTED THIS YEAR:			
Property Taxes	16,104,779.46		
Land Use Change Taxes	222,860.00		
OVERPAYMENTS:			
Property Taxes	39,678.53		106.65
Land Use Change Taxes	227.70		
Miscellaneous	313.00		2.00
INTEREST COLLECTED ON			
DELINQUENT TAXES:	14,320.56		31,547.63
COLLECTED PENALTIES/FEES	308.00		3,914.00
	-----		-----
TOTAL DEBITS	\$ 16,382,487.25		\$ 725,692.48

CREDIT REPORT

REMITTED TO TREASURER:			
Property Taxes	\$ 15,458,070.43		\$ 649,897.88
Land Use Change Taxes	140,290.00		32,500.00
Yield Taxes			56.12
Miscellaneous	313.00		2.00
Interest	14,320.56		31,547.63
Penalties/Fees	308.00		3,914.00
Overpayments/Refunds	39,906.23		106.65
ABATEMENTS MADE:			
Property Taxes	6,000.70		7,668.20
UNCOLLECTED TAXES END OF YEAR:			
Property Taxes	640,708.33		
Land Use Change Taxes	82,570.00		
	-----		-----
TOTAL CREDITS	\$ 16,382,487.25		\$ 725,692.48

SUMMARY OF TAX SALE/LIEN ACCOUNTS

DEBIT REPORT

	Levies of 1997	Levies of 1996	Levies of Prior
UNREDEEMED LIENS:			
Beginning of Year	\$	\$ 134,617.61	\$ 71,507.72
LIENS EXECUTED:			
During Fiscal Year	220,262.60		
INTEREST & COSTS:			
Collected After Execution	5,963.23	15,049.62	21,918.84
	-----	-----	-----
TOTAL DEBITS	\$ 226,225.83	\$ 149,667.23	\$ 93,426.56

CREDIT REPORT

REMITTANCE TO TREASURER:			
Redemptions	\$ 114,799.36	\$ 63,286.40	\$ 54,632.73
Interest/Costs	5,963.23	15,049.62	21,918.84
ABATEMENTS OF UNREDEEMED TAXES:		4,574.47	3,560.27
LIENS DEEDED TO MUNICIPALITY:	532.52	532.89	432.65
UNREDEEMED LIENS:			
Balance End of Year	104,930.72	66,223.85	12,882.07
	-----	-----	-----
TOTAL CREDITS	\$ 226,225.83	\$ 149,667.23	\$ 93,426.56

The Tax Office bid farewell to long-time Deputy, Alice Hunt, who retired in 1998. Alice performed her duties with distinction - and a sense of humor - for several years, and will certainly be missed. Out of several applicants, Ruth Robertson was hired to fill the position, and it was quickly evident that she too will be an asset to the Town as an employee.

We would like to remind our residents that the Town of Windham adheres to a bi-annual billing cycle for property taxes, and that due dates for these billings are July 1st and December 1st, of any given year. Interest begins to accrue on the second day of the month.

Respectfully submitted,

SANDRA CHAMPAGNE
Tax Collector

TREASURER'S REPORT



The Treasurer's Office has had a busy, yet fulfilling year. Interest rates dropped dramatically during the third and fourth quarters of 1998, and this had a significant effect on the earnings of our deposits. Additionally, it has provided the challenge of working with our banking facility, First Essex Bank, towards achieving the best possible rates on our investments involving those funds authorized by State statute.

GENERAL OPERATIONS FUND:

Balance on January 1, 1998 \$ 6,128,632.26

SOURCES OF REVENUE:

Town Departments:

Tax Collector

1998 Tax Warrants	\$ 15,671,082.63
Prior Tax Warrants	975,800.05

Town Clerk	1,620,416.65
Building Department	194,134.74
Transfer Station	62,426.89
Selectmen's Office	64,831.76
Police Department	62,280.49
Fire Department	95,334.78
Recreation Department	28,118.00

18,774,425.99

State of New Hampshire:

Revenue Sharing	\$ 136,511.56
Highway Block Grant	113,109.21
Other	250,648.25

500,269.02

Miscellaneous Revenues:

Interest on Deposits	\$ 210,366.38
Cable TV Franchise Fees	65,070.85
Income from Trust Funds	824.07
Capital Reserve Funds	10,070.57
Other	14,056.39

300,388.26

1998 REVENUES \$ 19,575,083.27

TOTAL FUNDS AVAILABLE \$ 25,703,715.53

Less: Disbursements per Selectmen's Warrants/School District Requests 19,468,545.42

Balance on December 31, 1998 \$ 6,235,170.11

Fund	Balance January 1, 1998	Income	Disbursements	Interest	Balance December 31, 1998	Acct Nbr	Int Rate
* Cemetery Land Fund CD Due 3/4/99	\$30,000.00				\$30,000.00	40-1462738	5.27%
* Conservation Comm. CD Due 3/14/99	\$40,000.00				\$40,000.00	40-1462654	5.27%
* Earned Time Fund CD Due 3/31/00	\$62,100.00				\$62,100.00	40-1462092	4.50%
* Expendable Health CD Due 10/14/99	\$150,000.00				\$150,000.00	990047931	5.60%
* Expendable Health CD Due 11/14/99	\$140,000.00				\$140,000.00	40-1462027	5.37%
* Library Construction CD	\$75,000.00	\$0.00	(\$19,000.00)	\$0.00	\$56,000.00	990050012	5.75%
Cable TV Trust Fund	\$0.00	\$22,000.00	\$0.00	\$257.43	\$22,257.43	34-0009894	3.42%
Cemetery Land Fund	\$19,591.73	\$1,950.00	\$0.00	\$2,012.32	\$23,554.05	018-13447	0.50%
Conservation Commission Fund	\$14,721.17	\$183,851.08	(\$22,987.10)	\$2,366.01	\$177,951.16	018-04022	0.50%
Earned Time Fund	\$1,372.71	\$60,500.00	(\$64,200.00)	\$2,841.50	\$514.21	018-19135	0.50%
Expendable Health Fund	\$33,947.15	\$303,700.57	(\$299,217.36)	\$20,631.72	\$59,062.08	018-18546	0.50%
Impact Fee Account	\$0.00	\$253,610.00	\$0.00	\$4,611.60	\$258,221.60	36-0002303	3.42%
Law Enforcement Fund	\$449.02	\$337.00	\$0.00	\$8.05	\$794.07	018-14195	0.50%
Library Construction - Checking	\$33.92	\$7,000.00	(\$7,000.00)	\$6.93	\$40.85	011-29961	0.00%
Library Construction - Savings	\$2,748.14	\$3,000.00	(\$7,000.00)	\$2,965.54	\$1,713.68	33-1299619	0.50%
Police Station Construction Sweep	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	56-4041943	0.00%
Police Station Construction Checking	\$985,948.63	\$0.00	(\$968,230.21)	\$15,166.31	\$32,884.73	58-4041943	4.25%
Property Maintenance Fund	\$13,599.12	\$34,505.00	(\$44,033.90)	\$1,439.86	\$5,510.08	018-19062	0.50%
Road Bond Fund	\$7,220.65	\$200.00	(\$200.00)	\$150.31	\$7,370.96	018-13080	0.50%
Searles School Expendable Trust Fund	\$3,233.22	\$150.00	(\$2,357.00)	\$55.09	\$1,081.31	59-4019121	0.50%
Searles Special Revenue Checking	\$0.00	\$225.00	(\$200.00)	\$0.00	\$25.00	58-4039848	0.00%
Searles Special Revenue Savings	\$0.00	\$2,925.00	(\$100.00)	\$25.47	\$2,850.47	34-0009761	2.00%
Subdivision Fees Checking	\$0.00	\$27,832.08	(\$27,435.02)	\$0.00	\$397.06	58-4040333	0.00%
Subdivision Fees Savings	\$0.00	\$55,375.00	(\$39,239.50)	\$558.02	\$16,693.52	59-4019303	4.31%
Town Clerk Special Revenue	\$0.60	\$27,450.02	(\$27,435.02)	\$0.00	\$15.60	58-4031894	0.00%
Windham Historical Commission	\$351.64	\$0.00	\$0.00	\$5.67	\$357.31	015-21579	0.50%

DEVELOPER PERFORMANCE BONDS

As of December 31, 1998 the following Bonds are held for the completion of projects approved by the Planning Board.

Bayberry Rd (Cay Corp)	\$12,235.59
Lancaster/Karen Rd (Elm Resources)	\$13,273.98
Greenway & Floral Rd (Greenway Realty)	\$17,230.28
Easy St (Ed Cooper)	\$22,282.47
Nottingham Rd (Robert Yennaco)	\$18,174.00
Nottingham Rd (Ashwood Homes)	\$22,822.00
Nottingham Rd (Harvey Construction)	\$17,040.00
Coachman Rd (Coachman Designs)	\$3,984.54
D & S Builders	\$100.00
Hawthorne & Chestnut Rd (Eric Nickerson)	\$41,428.00
Crestwood Rd (Eric Nickerson)	\$13,500.00
Bradford Rd (Cuoco Cormier)	\$5,500.00
Floral Rd (Barton Hope)	\$15,796.00
Cochran Farm (Ron Coish)	\$1,320.00
Stoneywyke Rd (Steve Allen)	\$29,940.60
Common Man (Alex Ray)	\$6,000.00
Langdon & Range (D & S Builders)	\$2,000.00
Mitchell Pond Estates	\$62,044.60
Beacon Hill Rd (Robert Yennaco)	\$1,000.00
Cochran Farm Rd (Ron Coish)	\$8,767.00
Newfound Rd (Ron Coish)	\$9,271.20
Camelot/Aberdeen Rd (Fred Ramey)	\$40,122.00
Wall St/International Rd	\$28,000.00
Roulston Rd (Off Site) Eric Nickerson	\$7,560.00
Stonehedge Rd (Eric Nickerson)	\$25,500.00
Coventry Rd (JRV Homes)	\$6,000.00
Westchester Rd (Stonemark Homes)	\$17,040.00
Thompson Subdivision	\$600.00
Candlewood Rd	\$22,252.00
Glance Rd Ext (DHB Inc)	\$26,202.00
Sherwood Rd (Barton Hope)	\$62,197.00
Blossom Rd (Barton Hope)	\$111,914.00
Glenwood Rd (H & B Homes)	\$56,522.00
Baker Rd (Carl Decotis)	\$37,200.00
Bear Hill Rd (Soule Trust)	\$72,000.00
Quality Storage (Bruce Richardson)	\$4,728.00
St Matthews Church (SFC Engineering)	\$60,000.00
Harron Communications (Performance Bond)	\$50,000.00
Pennichuck Water Works	\$10,000.00
	<hr/>
	\$961,547.26

Respectfully submitted,

ROBERT A. SKINNER
Treasurer

EXPENDABLE HEALTH TRUST FUND



DISBURSEMENTS

MONTH	INCOME	INS. TRUST	CLAIMS	ADMIN.	RENEWAL	INTEREST	MISC.	BALANCE
January	1,326.00	17,994.83	6,347.08	208.00		1,432.34		33,947.15
February	21,954.42	17,550.31	5,335.52	208.00		1,260.07		12,155.58
March	22,336.84	17,764.33	6,948.70	208.00		1,395.94		12,276.24
April	22,252.64	17,994.83	12,288.56	208.00		1,339.30		11,087.99
May	23,005.99	17,830.19	8,368.22	208.00		1,379.58		4,188.54
June	22,566.64	17,830.19	5,919.47	204.00		1,330.26		2,167.70
July	27,354.64	18,274.71	6,968.87	204.00		954.71		2,110.94
August	27,447.28	17,945.44	9,001.11	204.00		16.33	(198.00)	4,972.71
September	22,612.64	17,945.44	4,628.42	204.00		1,781.36		5,087.77
October	16,676.64	18,274.71	6,110.94	204.00		4.81		6,703.91
November	92,555.56	18,274.71	4,206.84	204.00		8,324.62		(1,204.29)
December	3,611.28	18,768.62	3,357.32	216.00	600.00	1,412.40	(10.00)	76,990.34
								59,026.08
CD1	303,700.57	216,448.31	79,481.05	2,480.00	600.00	20,631.72	(208.00)	
CD2	150,000.00							
	140,000.00							

SUMMARY

Beginning Balance	33,947.15	
Contributions	303,700.57	
Interest	20,631.72	CD #47931, \$150,000, Due 07/14/98, Monthly Rate 5.73%
Total income	358,279.44	CD #900047931, \$150,000, Due 10/14/99, Monthly Rate 5.60%
Disbursements	299,217.26	CD #40-146202-7, \$140,000, Due 08/14/98, Monthly Rate 5.37%
Total Disbursements	299,217.26	CD #40-146202-7, \$140,000, Due 11/14/99, Monthly Rate 5.37%

STATEMENT OF BONDED INDEBTEDNESS



Amt of Original Issue - \$1,769,658.00
 Date of Issue - July, 1989
 Purpose - Transfer Station
 Payable at - First Essex Bank

Date Payable - August 10, each year
 Rate - 4.75% variable cap 8.0%
 1998 Rate - 5.00%

Year	Principal	Interest	Annual Payment	Balance
-----	-----	-----	-----	-----
				238,602.13
1998	119,300.87	11,930.11	131,230.98	119,301.26
1999	119,301.26	5,709.30	125,010.56	0.00
-----	-----	-----	-----	-----
Totals	238,602.13	17,639.41	256,241.54	

Amt of Original Issue - \$350,000.00
 Date of Issue - April, 1994
 Purpose - 52 +/- acres, Rte 111

Date Payable - April 22, each year
 Rate - 5.00% fixed
 Payable at - First Essex Bank

Year	Principal	Interest	Annual Payment	Balance
-----	-----	-----	-----	-----
				140,000.00
1998	70,000.00	3,500.00	73,500.00	70,000.00
1999	70,000.00	3,500.00	73,500.00	0.00
-----	-----	-----	-----	-----
Totals	140,000.00	7,000.00	147,000.00	

Amt of Original Issue - \$1,300,000.00
 Date of Issue - November, 1996
 Purpose - New Library

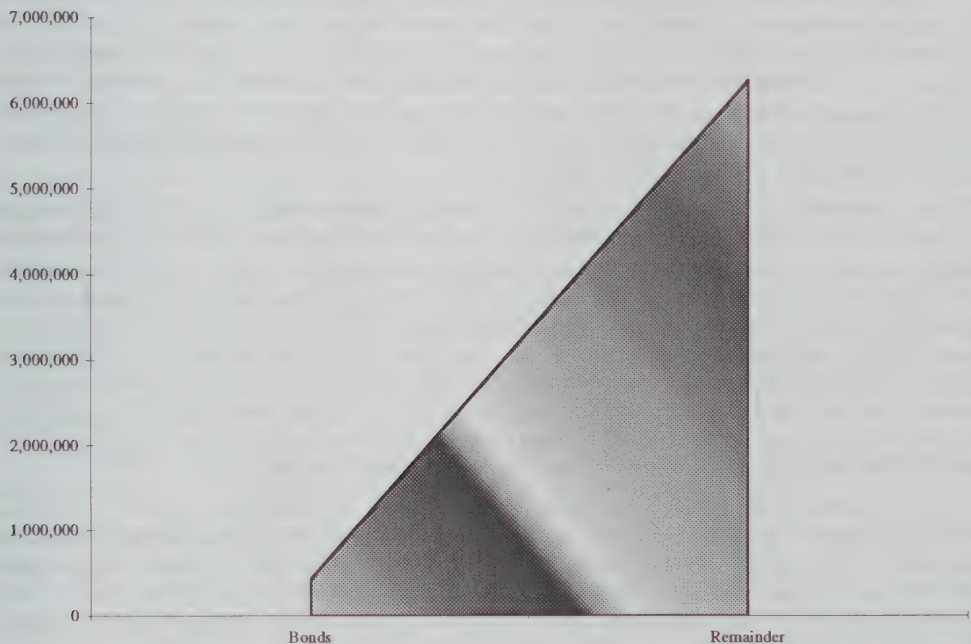
Date Payable - November 18, each year
 Rate - 6.00% fixed
 Payable at - First Essex Bank

Year	Principal	Interest	Annual Payment	Balance
-----	-----	-----	-----	-----
				1,170,000.00
1998	130,000.00	70,200.00	200,200.00	1,040,000.00
1999	130,000.00	62,400.00	192,400.00	910,000.00
2000	130,000.00	54,600.00	184,600.00	780,000.00
2001	130,000.00	46,800.00	176,800.00	650,000.00
2002	130,000.00	39,000.00	169,000.00	520,000.00
2003	130,000.00	31,200.00	161,200.00	390,000.00
2004	130,000.00	23,400.00	153,400.00	260,000.00
2005	130,000.00	15,600.00	145,600.00	130,000.00
2006	130,000.00	7,800.00	137,800.00	0.00
-----	-----	-----	-----	-----
Totals	1,170,000.00	351,000.00	1,521,000.00	

Amt of Original Issue - \$1,232,575.00
 Date of Issue - July 28, 1997
 Purpose - New Police Station

Date Payable - July 28, each year
 Rate - 6.00% fixed
 Payable at - First Essex Bank

Year	Principal	Interest	Annual Payment	Balance
				1,232,575.00
1998	123,865.35	73,346.65	197,212.00	1,108,709.65
1999	123,257.50	66,522.58	189,780.08	985,452.15
2000	123,257.50	59,127.13	182,384.63	862,194.65
2001	123,257.50	51,731.68	174,989.18	738,937.15
2002	123,257.50	44,336.23	167,593.73	615,679.65
2003	123,257.50	36,940.78	160,198.28	492,422.15
2004	123,257.50	29,545.44	152,802.83	369,164.65
2005	123,257.50	22,149.88	145,407.38	245,907.15
2006	123,257.50	14,754.43	138,011.93	122,649.65
2007	122,649.65	7,358.98	130,008.63	0.00
Totals	1,232,575.00	405,813.66	1,638,388.66	



The above chart displays that portion of the 1998 budget allocated to debt service.

BOARD OF SELECTMEN'S REPORT



We, the Board of Selectmen, along with the Town Administrator, are pleased to submit our annual report for 1998. As has been the case over the past few years, 1998 proved to be busy not only for all of us, but also for the various departments and committees who work so diligently for you, the residents of Windham. In keeping with the format we established last year, our report will focus on the overall accomplishments of the Town, allowing the individual departmental reports to concentrate on specifics.

NEW TOWN COMPLEX. The development of our new Town Complex continued with the grand opening of the new Police Station on May 17, 1998. In a ceremony on September 27, 1998, the station was dedicated to the past, present, and future police offices of Windham, and stands as testimony to their dedication, professionalism, and commitment to the Town. The Board extends its appreciation to the members of the Police Station Building Committee for countless hours of effort they put forth in the development of the building. Also, our thanks go to our architect Dick Landry, of Landry Associates, and our construction manager Sy Wrenn, of Wrenn Associates, both of whom are residents of Windham. We're sure that all will agree that their efforts have resulted in a very functional building, which will serve our community long into the next millenium while adding to the aesthetic beauty of our complex.

As the Police Station project reached fruition, our Fire Station Building Committee completed the design plans for the proposed Fire Station. The cost of the building is estimated to be \$1.9M, inclusive of site development. We will be presenting a warrant article at the 1999 Town Meeting to raise \$1.6 M through a 10 year note, with the balance of \$300,000 to come from the Town's 1998 fund balance. The proposed station provides for a secure, efficient facility, which addresses the Town's needs for the foreseeable future and, similar to the Nesmith Library and Police Station, enhances the overall appeal of the complex.

Coupled with the Town's development of our public safety buildings, the Windham Housing Authority has been working with a developer, local bank, and the Town on the siting of a future elderly housing complex. This complex is charted for location in the rear of the Town Complex land. With the authority given at the 1998 Town Meeting, we entered into a option to lease agreement with the Housing Authority for 10 acres of land. In the fall of this year, test pits were completed to determine the potentiality of the land, and the results indicated that it is indeed suitable for such development. Accordingly, it is our intention to continue to work with the Housing Authority and to enter into a formal lease of the land in the near future. We are pleased that we may soon see housing for Windham's elderly residents as envisioned under the Town Complex Master Plan, which was developed with the Turner Group in 1995.

ARMSTRONG BUILDING. The historic Town Center was itself full of activity this past year, as renovation work continued on the Armstrong Building. The Cable Studio portion was completed in the spring, and dedicated on May 17, 1998. This facility provides much needed room for our local access cable needs, including a studio room which can be used for not only small productions but, as evidenced by the School Board, for meetings of boards and committees as well.

Renovations to the front, historic portion of the building, home of the Town Museum, were also completed. The woodwork and floors were restored in their entirety, and the walls repainted in the building's original colors. In the fall, the Board appointed a three member Board of Trustees to oversee the continued development of the Museum and its future operations. These individuals have been working tirelessly with the Historical Committee and Historic District Commission to develop plans for the Museum's operation, as well as to complete the finishing

touches on the building itself. The 1999 Town budget includes a departmental budget for the Museum, which includes funds to complete the renovations, allowing the Museum to become operational. The Trustees hosted an open house on January 10, 1999 to exhibit some of the many articles of Windham's history, as well as to provide a glimpse of what the Museum will be once all renovations are complete.

On behalf of the Town, we would like to extend our appreciation to the many individuals who gave of their time and energies toward the design, oversight, and renovation of this integral piece of Windham's historic center. Special appreciation is extended to the Re-Use Committee, made up of members of the Cable Board, Historic Committees, Town Administrator, and Selectmen. The results of their efforts, and the craftsmanship shown by all the contractors, mostly local residents themselves, is truly a sight to behold.

GRIFFIN PARK. At the 1998 Town Meeting, an article was presented to raise \$500,000 to complete Phase One of the Griffin Park development which, unfortunately, failed by a narrow margin. Subsequently, the Selectmen re-charged the Park Committee to work with the Capital Improvement Committee to develop a funding plan for the 1999 Town Meeting, and to finalize the site preparation tasks and specifications. As a result of the Committee's work, a \$700,000 budget has been submitted to the CIP for inclusion in the 1999 budget.

In preparation for the eventual development of the park, the Town contracted with a forester to oversee a clear cutting of the front eleven (11) acres, as well as a selective cutting of the forested area in the rear of the site. The forester's costs to complete this project (\$2,488), plus the costs to hire a tree company to remove several dead trees along Range Road (\$4,350), were offset by \$15,025 in revenues derived from the sale of the timber. Other expenses incurred in 1998 included removal of the house and barn on the property. Additional work is necessary to prepare the site for development, and is included in the proposed warrant article.

NEGOTIATIONS. With three (3) unions in place, we generally spend a large amount of time each year at the collective bargaining table. 1998 was no exception, as throughout the year we negotiated with the Municipal Union, and worked through the mediation and fact-finding phases for the 1998-2000 Police Union contract. No negotiations were held with the Fire Union, as they are presently in the first year of the two-year contract approved at the 1998 Town Meeting.

As we proceed to the 1999 Town Meeting, we are happy to report that we have reached agreement with the Municipal Union for 1999 - 2000 and, in concert with the Police union, have agreed to recommend the fact finder's report submitted for the 1998-2000 contract years. Both will be submitted to the Town Meeting for approval. Each agreement includes issues that were requested by the unions, as well as others requested by the Town. The Board feels these agreements are worthy of the voters' support, and we encourage your approval.

PERSONNEL. Without question, and for the first time in many years, one of the more active tasks facing the Town was the recruitment and hiring of new employees.

Fire Department: After a nationwide recruitment process involving written examinations, assessment centers, and numerous interviews, the Board concurred with the recommendation of the Town's recruitment team that Lieutenant Steve Fruchman be promoted to the position of Deputy Fire Chief. Deputy Fruchman's promotion, which filled the vacancy left by retiree Bill Wallace, was announced at the 1998 Annual Town Meeting. This promotion resulted in a domino effect within the ranks of the Fire Department. Firefighter Jay Moltenbrey was promoted to the vacant Lieutenant position, and Call Firefighter Mike Mistretta was promoted to fill the Firefighter vacancy. We are all very excited about these promotions, and especially proud that each vacancy was ultimately filled with in-house candidates. This undoubtedly expresses the value of the training we provide, and is a credit to the abilities of our departmental staff.

The department's office staff underwent a change also, as Rita Bergeron was hired to fill a part-time secretarial position. Rita proved to be a definite benefit to the department, however, we lost her to a full-time position elsewhere after just a short while. We plan to begin the search for her replacement in the near future.

Administration: Tax Assessor, Mike Fedele, resigned his position with the Town at the end of 1998. With us for just over two years, Mr. Fedele will be missed by all the Town Hall staff, as he moves on to be the Chief Assessor in Concord. After interviewing several applicants, the Town hired Rex Norman, formerly of the Nashua Assessing Office. Highly qualified, we're confident that he will be a beneficial addition to our staff.

Maintenance Department: As explained in the 1997 report, it was our intention to move away from a contracted cleaning service, and to hire in-house maintenance personnel beginning in 1998. This decision was based on the amount of buildings requiring cleaning and maintenance, as well as the gain in actual work hours for nearly the same cost. As a result, in March, the Town hired both a full-time and part-time (20hrs/week) maintenance custodian to handle the day to day cleaning, maintenance, and snow removal responsibilities of all Town facilities, with the exception of the Library cleaning.

To date, the results of this decision have been positive. However the sheer magnitude of work involved in cleaning and maintaining the facilities (a total of close to 46,570 sq. feet of space), handling the various random tasks associated with coordinating contractors for maintenance projects, and maintaining the administration vehicle fleet has now become evident. Accordingly, the Board has recommended, as part of its 1999 budget, the addition of five (5) hours per week to the present part-time custodian and the hiring of an additional twenty-five (25) hour custodian. This new person will ensure that two maintenance personnel are present at all times during the normal work week, thereby allowing the staff more time to properly clean and maintain the buildings and grounds.

Town Clerk / Tax Collector: In 1998, both Pat Heenan, Deputy Town Clerk, and Alice Hunt, Deputy Tax Collector, retired from their positions after over ten years of dedicated service to the Town. We wish them both well in their future endeavors, and thank them for their years of service to the community. We welcome their replacements, Assistant Town Clerk, Laurie Hobbs, and Deputy Tax Collector, Ruth Robertson, and look forward to their being with us for many years to come.

Cable Television: In November, based on the recommendation of the Cable Advisory Board, the Board hired Wally Keniston as the Town's first full time Cable Coordinator. Working under the direction of the Cable Advisory Board, Wally brings to the table experience and a fresh creativity. We look forward to seeing the results of his efforts.

Police Department: Sadly, the Police Department lost one of its most dedicated employees in 1998 with the passing of Mrs. Jean Delaney. Secretary to the Police Chief for over 23 years, Jean is certainly missed not just by the members of the Department, but by the remainder of us as well. After reviewing several applications and conducting interviews, Laura Cryts was hired in the fall, and has proven herself a tremendous asset to the Chief, as well as the Department as a whole.

Officer Matthew Norcross, who was with the department for several years, resigned his position early in 1998, and we wish him the best of luck in his new position with the Salem Police Department. After an extensive recruitment process, the Department hired Mr. Edward Fedele as its new officer. A former corrections officer, Mr. Fedele attended the New Hampshire Police Academy subsequent to his hire. We are confident that he will also prove to be positive addition to the Department.

As the community continues to grow and demand for Town services increases, we find ourselves in need of hiring additional personnel. In addition to the need to expand our maintenance staff, our 1999 budget includes: a new Firefighter, a new police officer to replace a present officer who will be reassigned as a Community Resource Officer to work with the schools and various organizations in the community, and a new second in command position for the police department. In addition, the Library is requesting additional assistance as well.

At Town Meeting, we presented the Employee of the Year Award to Bill Wallace, Deputy Fire Chief, in recognition of more than twenty-three dedicated years in the fire service. The Board also recognized Gail Webster as Volunteer of the Year for giving of her time and energies for many years as a member of the Recreation Committee, Ladies Auxiliary, and Cemetery Trustees, as well as many other behind-the-scenes contributions. We also presented a Special Recognition Award to Win Carpenter for her efforts toward bridging the gap between our government and its citizens through the Windham Independent. Finally, we are proud that the voters recognized Mary Long as Windham's Artist Emeritus for her many years of dedication and enthusiasm in sharing her artistic craft and ability with the residents of Town, both children and adults alike. A special plaque will hang in the Nesmith Library as a lasting tribute to her contributions. On behalf of the entire community, we once again extend our appreciation and congratulations to all of these individuals for their efforts on behalf of our community. They are an example of the fine employees and volunteers that have worked for the Town, and they are richly deserving of their awards.

EQUIPMENT PURCHASES. As we entered into 1998, the Town had three (3) primary technological goals, all of which were attained. First, we have finalized an agreement with a company in Pelham to allow us to locate a second "voter" site on their roof, which will greatly improve our public safety communications. The actual construction and placement should take place by March of this year.

Second, working with the assistance of the Technical Advisory Committee, we were able to connect the Town Hall, Fire Station, and Police Station computer systems via the underground conduits installed from the old Town complex to the new complex on Fellows Rd. This connection has greatly enhanced our abilities to share computer information, as well as share access to a central internet server located at Town Hall and a Town-wide e-mail system.

Finally, we have completed installation of a new PBX phone system, which presently connects the Town Hall, Police Station, and Fire Station on a centralized system located at the Police Station. In the near future, we hope to connect the Building Department and Armstrong Building to this system as well.

HEALTH INSURANCE. The fifth year of our partially self-funding program once again showed strong results. At the end of 1998, the balance of the Health Trust Fund Account amounted to \$349,062, representing an average of over \$69,812 in annual savings. This savings allows the Town to maintain the current budget level for health insurance, while our employees retain all of the benefits offered in the previous, more expensive plans. Based on the trend over the past five (5) years, we expect to be able to keep the yearly appropriation at \$275,000 until the year 2000, at which time we will need to re-address the funding amount. To date, the \$275,000 cap has saved the town \$388,200 in avoided premium costs, however, in 1999, the cost of the premiums will exceed our annual appropriation for the first time, requiring us to start withdrawing from the trust's accumulated balance in order to pay some of our expenses. Without increasing the annual appropriation at some point from \$275,000, the trust will be depleted by the year 2002.

PROPERTY MAINTENANCE TRUST. In 1998, the Property Trust funds were used to complete a two-year program of maintenance projects to the Town Hall. The roof was stripped and re-shingled, and the parking lot in front of the Town Hall and Armstrong Building was reconstructed. As part of the parking lot project, we also redesigned the front steps to Town Hall,

retaining the original granite step and adding two more. Underground conduits for our utilities were also installed during this project.

Along with the repairs to the Town Hall, we also re-shingled the west-facing side of the Senior Center roof.

Based on the 1998 fall inspection report of all buildings and facilities, we are recommending that the 1999 property maintenance funds be allocated to needed repairs to the Searles School, and the construction of a fence at the Transfer Station. The specific Searles repairs include: the repair, sanding, and refinishing of the wood floor on the chapel side of the building; installation of a thirty space gravel parking lot on the right hand side of the building; sanding, repair and repainting of the exterior wood work; and completion of areas of the roof over the chapel room.

ROUTE 111/28 INTERSECTION. Throughout the past year, the Board was involved with representatives from the Town of Salem and members of the Department of Transportation in an effort to resolve the traffic congestion problems associated with the Route 111/28 intersection. Several meetings have occurred, however, to date, we have not been successful in coming to an agreement with Salem to realign this intersection from five (5) to four (4) lanes. We will continue to pursue this effort in the hopes of convincing the Town of Salem that all efforts should be focused on correcting this problem expeditiously.

BUDGET AND TAXES. Over the last four (4) years, the Town has been fortunate to have been able to maintain a level tax rate, made possible by the efforts of our department heads and committees to work within the revenue growth of the community. As the Board prepares the budget for presentation at the 1999 Town Meeting, we continue to deal with a number of difficult decisions, due to the growth of the Town and the pressure to provide an expansion of services. Additional personnel, discussed previously in this report, reflect the need within these departments to provide for the future demands and needs of the Town. Similarly, heightened residential development and the resulting number of new roads, coupled with a static budget, has resulted in fewer roads being maintained from year to year. In order to keep up with the maintenance demands, the Board has recommended that the road budget be increased by \$50,000 in 1999, the first such increase since 1996.

IN CONCLUSION. The Board would like to extend our heartfelt appreciation and thanks to our employees and volunteers, all of whom serve the Town of Windham with dedication and timeless energy. Their efforts surely contribute to making Windham the pleasant place it is to live and raise our families. To the residents of Windham, we express our appreciation for your support, input, and patience, as those of us who represent and serve you strive to provide you the community that you have come to expect and deserve.

Respectfully submitted,

CHARLES E. MCMAHON
DOUGLASS L. BARKER
CAROLYN B. WEBBER
MARGARET M. CRISLER
GALEN A. STEARNS
Board of Selectmen

DAVID SULLIVAN
Town Administrator

POLICE DEPARTMENT REPORT



After nearly 20 years of operation in the police station at 19 Haverhill Road, in late April of 1998 the Police Department made the big move into our new facility at 4 Fellows Road. The move was made within eight hours, as anticipated, and without any down time in service to the Town the lights were dimmed and the old station locked. The adjustment period took a few months as expected, but as of today we are settled in.

The Department was saddened by the death of Jean Delaney, our secretary and records clerk. Jean began her work for the Department in 1975, in the station behind the firehouse, and was just beginning to settle into the new station at the time of her death. She is missed and will always be remembered by the members of the Department.

Shortly after moving into the new police facility, Officer Matthew Norcross, a four-year employee, resigned to accept an officer's position in neighboring Salem.

Late in the year, the Department welcomed two new employees into the family. Laura Cryts was hired in September as the Chief's secretary, and Edward Fedele was hired in December as a full time police officer. He is presently attending the police academy in Concord, NH.

The Toys for Tots campaign for 1998 was the most successful drive during the past 5 years even without an official "kick-off." I wish to thank everyone for their continued support in this program. A special thanks to the Student Council at Middle School, the 2nd graders from Golden Brook School, the Windham Boy Scouts, and the Salem High School National Honor Society.

When we moved into the new station, we began eliminating alarms coming directly into the station. Instead, alarms are directed to an alarm company who will contact the owner using passwords and numbers. I believe we have seen the merits of this by a 22% reduction in alarm responses. There was a reduction from 1,001 in 1997 to 822 in 1998.

The Police Department responded to 5,429 calls in 1998, a 24.5% increase over our 1997 totals. This reflects an increase from 12 calls per day in 1997, to 15 calls during 1998. E-911 calls increased 24% to 213 calls, while accidents decreased by 24% to 274. Due to the fact we are using computer-generated statistics, you will note a difference in the classifications, and I was unable to make further equal comparisons.

On behalf of the members of the Police Department, I thank you for your continued support. With the increase in population we are being asked to expand our services, and as we enter 1999 I hope to provide additional services with a minimum of cost to the Town.

INCOME STATEMENT

Contracted Services	\$ 52,531.99
Alcohol Offenses	1,957.00
Court Witness Fees	2,850.00
Insurance Reports	1,456.00
Pistol Permits	1,400.00
Parking Violation Fines	710.00
Other	1,375.50
<hr/>	
Total	\$ 62,280.49

1998 STATISTICAL REPORT

TOTAL NUMBER OF CALLS - 44,067

ACCIDENTS	274	MISSING PERSONS LOCATED	10
ALARMS	822	MOTOR VEHICLE COMPLAINTS	194
ANIMAL	58	OBSTRUCTING POLICE	2
ARSON	1	OPEN DOORS	13
ARRESTS/ADULT & JUVENILE	202	OTHER CRIMES AGAINST PEOPLE	2
ASSAULT	36	PAPER SERVICE	2
ASSIST FIRE DEPARTMENT	702	PUBLIC PEACE	37
ASSIST OUTSIDE AGENCY	136	PROPERTY CHECKS	296
ASSIST STATE POLICE	116	PROWLER	2
AID TO CITIZENS	281	PROPERTY:	
ATTEMPT TO LOCATE	7	LOST/FOUND/CONFISCATED	65
ATTEMPTED SUICIDE/SUICIDE	13	PUBLIC ORDER:	
BAD CHECKS	4	FIGHTS/DISTURBANCES/DISPUTES	196
BLASTING	153	RECEIVING STOLEN/SALE PROPERTY	6
BURGLARY	47	RECOVERED VEHICLES	15
CIVIL	15	REPOSSESSION ORDERS	17
CRIMINAL MISCHIEF	120	ROBBERY	4
DOOR TO DOOR/HAWKERS	120	SEXUAL ASSAULT/ABUSE/OBSCENE	7
DRUG OFFENSES	13	STALKING	4
E-911	21	STOLEN VEHICLES	12
EMBEZZLEMENT	1	STOLEN VEHICLES RECOVERED	
FAMILY OFFENSES	49	IN OTHER JURISDICTIONS	2
FORGERY/COUNTERFEITING	10	SUSPICIOUS PERSON/VEHICLES	298
FRAUD	6	TELEPHONE HARASSMENT	19
HEALTH/SAFETY	1	THEFT	157
ILLEGAL DUMPING/LITTERING	11	THREATS AGAINST PEOPLE	4
INCIDENTS UNDEFINED	155	TRAFFIC OFFENSES	164
INDECENT EXPOSURE	2	TOWED/ABANDON VEHICLES	28
JUVENILE	10	TRESPASS	10
JUVENILE RUNAWAYS	26	UNATTENDED DEATHS	5
LIQUOR OFFENSES	8	UNWANTED PERSONS	35
MISCELLANEOUS	38,638	UNLAWFUL DETENTION	1
MISSING PERSONS	7	WEAPONS OFFENSES	21
		WARRANT ARRESTS	35

Respectfully submitted,

BRUCE W. MOECKEL
Chief of Police

FIRE DEPARTMENT REPORT



The Windham Fire Department has completed its 52nd year of operations, responding to 1,082 calls. Once again, I can proudly say that the members of the organization answered the call to duty, rising to the many challenges and demands that were placed upon them in 1998. As always, we continue to provide emergency services with the highest commitment to quality.

TRUCKS AND EQUIPMENT

A new 1998 Ford Expedition was purchased as a command vehicle, and was placed in service in May. This acquisition was the first step in upgrading our small vehicle fleet. We continued to upgrade our personnel protective equipment to meet national standards with the acquisition of five new garments. The first Automatic External Defibrillator was purchased this year. This unit enables all Emergency Medical Technicians the ability to administer emergency cardiac care to a patient in cardiac arrest. Two-way radio communications were vastly improved by the installation of two "voter" sites, giving us the ability to communicate with dispatch via portable radios from the scene of an emergency. Many thanks go out to the Fire Department Ladies Auxiliary, various Town businesses and other friends for donating over \$15,000 to purchase additional water rescue equipment. Because of these donations, the members of the Windham Fire Department now pride themselves as being one of the best surface water rescue equipped fire departments in the region.

PERSONNEL

The year was very progressive with many personnel additions and changes. Lieutenant Steve Fruchtmann was appointed Deputy Fire Chief in March, completing the recruitment process to fill the vacancy. Firefighter/Paramedic Jay Moltenbrey was appointed Lieutenant in April, filling the vacancy left by Deputy Fruchtmann. Call Firefighter Mike Mistretta was promoted in June to replace Lieutenant Moltenbrey. Six Call Firefighters were hired to fill the existing vacancies from 1997, as well as Mike Mistretta's promotion. Finally, Rita Bergeron was hired as a part-time secretary to assist Pat Ramsden administratively.

HAZARDOUS MATERIALS

The Windham Fire Department has excellent hazardous materials response capabilities through the Southeastern New Hampshire Materials Mutual Aid District. A letter from the District has been included in the Town Report to help explain the benefits of our membership.

TRAINING

We continued to upgrade our personnel skill levels through bi-weekly training sessions. The six new Call Firefighters have been in basic training since June, and will complete their emergency medical training in June of 1999. We continue to provide mandatory training, such as EMT-refresher training and bloodborn pathogens, for the entire force. By utilizing the former Griffin home, the firefighters were able to receive valuable fire suppression and rescue training. Confined space rescue and hazardous materials refresher training were also accomplished this past year.

NEW FIRE STATION PLANNING

Responses to emergencies and staffing levels have more than doubled since 1982. Today, the present station is no longer adequate to serve the needs of the fire department and community. Equipment is beyond the capacity of available space and creates an unsafe working environment. No additional firefighting, rescue, or ambulance vehicles can be purchased and housed at the

station, and the existing facility does not comply with building and nationally recognized firefighter health and safety standards.

The Fire Station Design Committee presented the plan for the new facility in September to the Capital Improvements Committee. With a projected cost of 1.9 million dollars, the project will comply with all building code requirements and fire service standards, thus providing the firefighters with a highly functional headquarters as the Town moves to the 21st century. The Town will vote on the plan at the 1999 Town Meeting.

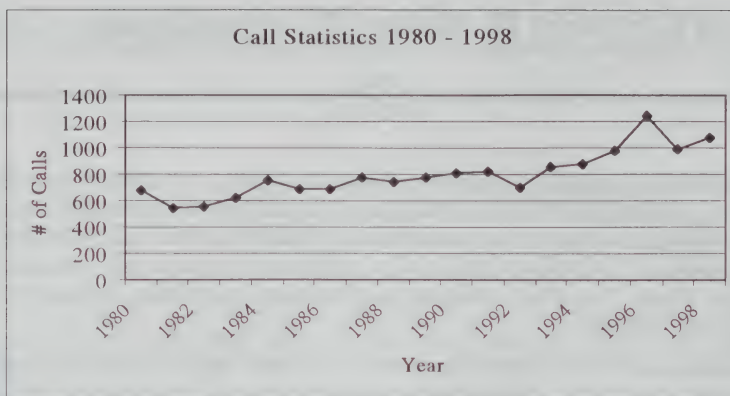
FIRE PREVENTION & PUBLIC EDUCATION

Plan review and inspection activity has continued to dominate the year, reflecting the continuation of new construction projects in Town. Emergency water supplies are now being installed in all new sub-divisions and large-scale construction projects in accordance with the New Hampshire State Fire Code. At the annual Fire Prevention Open House in October, fire trucks from throughout the region were on display, helping recognize fire prevention week in Windham. In addition, fire safety education classes were delivered to grades 1 to 5 at Golden Brook and Center Schools, by Firefighter/Inspector Ron Hoegen. Firefighter Tom McPherson and Lieutenant Jay Moltenbrey spearheaded the annual CPR instructional classes for the seventh graders at the Middle School.

YEAR-END STATISTICS

Description	# Calls	Description	# Calls
Undetermined	2	Lock-out	2
Structure	11	Water evacuation	23
Outside of Structure Fire	2	Smoke or Odor removal	6
Vehicle Fire	17	Animal rescue	2
Trees, Brush, Grass	17	Assist Police	2
Refuse	4	Unauthorized burning	19
Explosion	1	Mutual Aid cover	52
Air, gas rupture	1	Service Call, other	60
Overpressure	1	Good intent	26
Rescue Call	3	Smoke Scare	44
Emergency Medical Call	584	Wrong location	3
Lock-in	2	Controlled Burning	4
Search	1	Vicinity Alarm	16
Rescue, other	6	Steam/Gas/Smoke	1
Hazardous condition	11	Good Intent not class.	5
Spill, leak	13	False Alarm	2
Power line down	22	System Malfunction	37
Arcing electrical equip	15	Unintentional	19
Chemical emergency	4	False Call, not Class.	2
Hazardous cond. other	7	Type not classified	1
Service Call	32	TOTAL CALLS, 1998	1,082

TOTAL CALLS, 1997 = 984 % Difference +9%



FIRE PERMITS AND INSPECTIONS

Type	Permits	Inspections
Brush, Camp, Cooking, Barrel	560	72
Day Care	6	6
Foster Care	2	2
Heating Systems	192	152
In-Service	0	69
Place of Assembly	8	8
Unvented Kerosene	3	0
Water Supply	2	98
Wood Stoves	12	11
TOTALS	785	418

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PROSECUTIONS - 1

INCOME STATEMENT

Receipts	1997	1998
Ambulance	\$81,447.26	\$91,406.85
Oil Burner/ Kerosene Fees	849.00	962.00
Copy Fees	102.00	90.00
Grant	0.00	0.00
Miscellaneous	778.68	874.84
Training Courses	315.00	0.00
Hazardous Materials Reimbursement	1,391.90	0.00
TOTAL REVENUE	\$84,883.84	\$93,333.69

Respectfully submitted,

HANK LIPE
Fire Chief

S.E.N.H.H.M.M.A.D. REPORT



The Southeastern New Hampshire Hazardous Materials Mutual Aid District is organized as a regional solution to the hazardous materials response problem. The purpose of the district is to prepare our communities, regionally, for responses to hazardous materials incidents, both with training and equipment. The 14 communities that comprise the district are: Auburn, Atkinson, Chester, Danville, Derry, East Derry, Hampstead, Hooksett, Litchfield, Londonderry, Pelham, Plaistow, Salem, and Windham.

The District is managed by an Operations Committee, consisting of a Chief Officer from each member community, who carry out the day-to-day business of the organization; and a Board of Directors, consisting of an elected or appointed member of municipal government in each member community, who provide oversight and fiscal management.

District resources include two response trailers, equipped with generators, oil spill and decontamination equipment, chemical reference material, protective suits, and communications equipment. The District also owns a response truck, equipped in the same manner as the trailers. The District trailers and truck are strategically located to respond to any community requesting them. An EMS Mass Casualty trailer, located in Londonderry, is available for response to medical incidents with a large number of patients.

The District's Level "B" Hazmat team, comprised of fire personnel from member communities, has responded to many incidents and has received praise from regulatory agencies on the professionalism of its operation. The team trains monthly, and is on-call to respond to member communities, to conduct research, advise the incident commander on control activities and safety, and fill incident command system staff positions. They also assist member communities with planning, since the District has been recognized as a regional Local Emergency Planning Committee, to comply with SARA Title I of the federal regulations governing hazardous materials. This allows the District to be eligible for Emergency Management Assistance funding.

This year the District membership fee has increased from \$3,500 to \$5,000 per community as a result of analyzing the first full year of the Level "B" team's operation. The District is also pursuing "Partnering with Industry" as a method of obtaining equipment to keep our costs reasonable. Our Board of Directors has also authorized us to conclude mutual agreements with other regional Hazmat response organizations.

The District continues to make progress in providing the most cost-effective manner of responding to a hazardous materials incident.

Respectfully submitted,

MR. DONALD CHASE
Commissioner
East Derry Fire Precinct
Chair, Board of Directors

CHIEF ALAN J. SYPEK
Londonderry Fire Department
Chair, Operations Committee

FIRE WARDEN/STATE FOREST RANGER REPORT



To aid your Forest Fire Warden, Fire Department, and State Forest Ranger, contact your local Warden or Fire Department to find out if a permit is required before doing ANY outside burning. Violations of RSA 227-L:17, the fire permit law and the other burning laws of the State of New Hampshire are misdemeanors punishable by fines of up to \$2,000 and/or a year in jail. Violators are also liable for all fire suppression costs.

There are ten Forest Rangers who work for the New Hampshire Division of Forests and Lands, Forest Protection Bureau. State Forest Rangers are available to assist communities with forest fire suppression, prevention, and training programs, as well as the enforcement of forest fire and timber harvest laws. If you have any questions regarding forest fire or timber harvest laws, please call our office at 271-2217.

There are 2400 Forest Fire Wardens and Deputy Forest Fire Wardens throughout the state. Each town has a Forest Fire Warden and several Deputy Wardens who assist the Forest Rangers with forest fire suppression, prevention, and law enforcement. Early in 1998 we experienced an ice storm, which caused severe damage to the forests of New Hampshire. This damage created a greater potential fire hazard, as well as safety hazards to many areas of the state. Your local fire warden and Forest Rangers need your assistance in preventing wildfires in these hard hit areas, and throughout the state. If you need assistance or information dealing with ice damaged woodlands, please call 1-800-444-8978.

The State of New Hampshire operates 15 fire towers, 2 mobile patrols, and 3 contract aircraft patrols. This early detection and reports from citizens aid in the quick response from local fire departments. This is a critical factor in controlling the size of wildland fires and keeping the loss of property and suppression costs as low as possible.

1998 FIRE STATISTICS

(Reported through December 23, 1998)

Causes of Fires Reported

Smoking	59	Debris Burning	38	Campfire	29
Power Line	14	Railroad	9	Equipment Use	24
Lightning	16	Children	95	OHRV	6
Miscellaneous	53	Unknown	140	Fireworks	6
Arson/Suspicious	16	Illegal	231	Rekindle	43
		Disposal of Ashes	19		

Fires Reported by County

Belknap	44	Merrimack	108
Carroll	89	Rockingham	121
Cheshire	67	Strafford	64
Coos	18	Sullivan	12
Grafton	43	Total Fires	798
Hillsborough	232	Total Acres	442.86

Respectfully submitted,

HANK LIPE

Fire Warden (on behalf of the State of NH)

PLANNING AND DEVELOPMENT REPORT



In 1998, the Planning and Development Department saw its busiest year since 1986, when 174 building permits were issued for new single family homes. This year, 129 building permits were issued for new single family homes, and 150 building lots were reviewed for Planning Board approval.

SITE PLAN AND SUBDIVISION, ZONING, BUILDING AND HEALTH CODES

The Planning and Development staff drafted up 23 zoning regulation amendments, four subdivision regulations amendments, four site plan regulation amendments, and two new health code amendments for public hearings. Among these amendments were the new Site Plan Design Review Guidelines and some additional health regulations for Adult Entertainment Facilities.

INSPECTIONS, ROADS, BUILDINGS AND SEPTIC SYSTEMS

The department continued its new building and subdivision road inspections. This year, the Planning Board passed new subdivision regulations that allowed outside private road inspectors to help with the road inspections at the developer's expense.

CODE ENFORCEMENT

Code Enforcement is done primarily on a complaint basis. Owners that fail to comply with regulations after discussions and legal notices, are brought to court for compliance. There are several court cases pending.

PERSONNEL

I would like to praise the Planning and Development personnel: Bruce Flanders, Building Inspector/Health Officer; Catherine Curtin, Planning and Development Secretary; Mona Feciuch, Planning Board Secretary; Virginia Gray, Zoning Board of Adjustment/Conservation Commission Secretary; and Robert Thorndike, Town Surveyor/Plans Review Consultant, for all their hard work and dedication this very busy year. I would also like to thank the Road Agent, Robert Devlin for all his assistance this year with plan reviews and new road inspections.

VOLUNTEERS

The Planning and Development Department again acknowledges the volunteer contributions of Jack Gattinella. We would like to thank him for his valuable input and review of the proposed 1999 zoning amendments for public hearings and Town Meeting.

SPECIAL PROJECTS

The Planning and Development Department is regularly asked by the Selectmen and the Town Administrator to help with or manage special Town projects, and this year was no exception. The Windham Housing Authority is researching and proposing the construction of some Residential Subsidized Adult Housing on Town-owned land behind the new library. The Planning and Development Department has been assisting the Housing Authority with site walks, maps, test pits, and finding suitable access. The department was also involved in the cleanup of Griffin Park, the overview of the construction of the new police station, and working with the District 5 New Hampshire Highway Department Engineers on Windham State road improvements.

CONTRACTORS

The Planning and Development Department oversees two independent contractors for subdivision plans and site plan review. Robert Thorndike reviews all subdivision plans and site plans for the Planning Board. The developer is charged for this review.

This year, the Planning Board passed a subdivision regulation amendment that allows for private, independent road inspectors to help the Planning Department with these inspections, the cost of which is borne by the developer. Cosello, Lomasney and deNapoli, Inc., of Manchester, NH, was hired in June 1998 to help with the road inspections.

The Planning Department is also overseeing the Town's consultant, Vollmer Associates of Concord, NH, for traffic review of the impact the Salem Wal-Mart expansion would have on the Windham road systems.

LEGAL

The Planning and Development Department oversees the Town Attorney in Code Enforcement actions, proposed ordinance review, and Planning Board and Zoning Board appeals of decision. Currently, the department is involved with situations in all these areas.

STATISTICS

Type Of Permit		No.Issued	Estimated Cost		
Single Family Dwellings		120	\$ 19,069,517.60		
Accessory Apartments		2	93,000.00		
Alterations/Additions		72	1,628,939.00		
Garages		19	450,900.00		
Foundation Only		1	5,000.00		
Above Ground Pools		16	50,196.00		
Inground Pools		22	283,016.00		
Sheds		30	36,123.00		
Decks/Porches		43	258,376.52		
Pump House		1	2,500.00		
Raze Building		5	15,000.00		
Retail Office Renovations		4	763,000.00		
Restaurant Renovations		4	136,000.00		
Commercial Storage		2	160,000.00		
Steel Maintenance Building		1	80,000.00		
Commercial Display Area		1	27,000.00		
Industrial Building		1	200,000.00		
Signs-Permanent		11	602.80		
Gazebo		1	3,588.00		
Church		1	1,400,000.00		
Greenhouse		1	500.00		
TOTALS		358	\$ 24,663,258.92		
Conversion	1	Chimney	110	Driveway	108
Electrical	323	Plumbing	182	Sewage	143
Well	134	Blasting	49	Road	13
Fence	5	Building	360		

TOTAL INSPECTIONS 4,500

INCOME STATEMENT

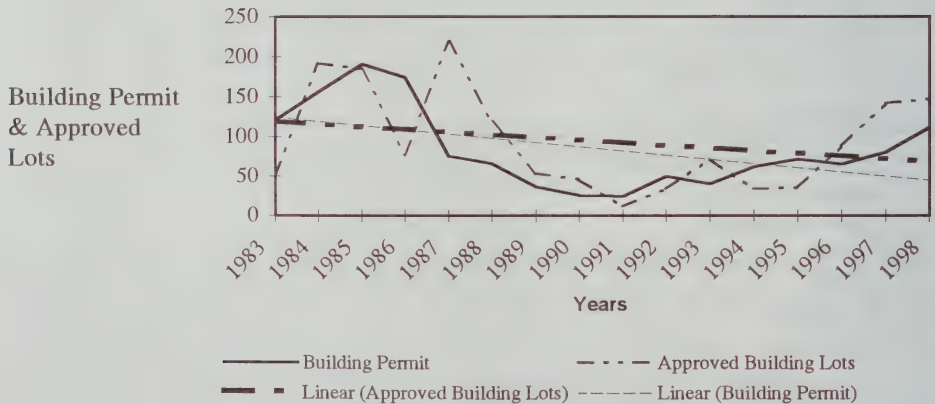
Permit Fees	\$144,111.27
Planning Board Fees	31,894.50
Zoning Board of Adjustment Fees	4,044.95
Road Fees	6,780.00
Sunday Licenses	880.00
Blasting fees	1,150.00
Driveway fees	2,300.00
Legal fees	491.53
Sign fees	653.80

	\$192,306.05
 Impact Fees	 \$251,430.00
 Cost to Town (expenses minus income)	 \$ 12,753.63

Respectfully submitted,

ALFRED TURNER, JR.
Director of Planning and Development

Growth



PLANNING BOARD REPORT



"Poems are made by fools like me, but only God can make a tree."

Joyce Kilmer

You must admit, whether you hug them, enjoy their cool refreshing shade on an August dog day, cut them down to make way for a new development or provide the framework for a new home; nothing could be more representative of planning and zoning than the majestic tree.

We cut a few more down this year; and, we saved a few. Hopefully we made wise decisions, for we made many. Nineteen ninety-eight was another very busy year:

BUSINESS CONDUCTED

1997

19 Subdivisions - 142 Lots
9 Site Plans
15 Lot Line Changes
13 Special Permits

1998

16 Subdivisions - 88 Lots
10 Site Plans
7 Lot Line Changes
11 Special Permits

Of course, we had our traditional board appointment controversy with four long time members resigning over dissatisfaction with the selection process. Also, a petition was presented to the Board of Selectmen to place an article on the ballot next spring to consider changing Planning Board positions from appointed to elected. Several new members have been appointed to the board and we have a strong and diverse collection of skills and experiences. While we appreciate their contributions and want to thank those departing members for their tireless contributions, we also want to assure the citizens of Windham that this board is motivated, dedicated, eclectic and extremely competent. Our goal is to treat both citizens and developers fairly and with utmost courtesy.

We've continued the heavy pace of meetings almost every week and sometimes more than once per week. We've had many joint meetings with Selectmen, School Board, Conservation Commission, Master Plan and CIP sub-committees. We've begun review of the new Master Plan and this year's CIP proposal is an aggressive one. This is also the first year of collecting and planning within the CIP, the impact fees approved last spring. Many of our public hearings have gained so much attention that we have had to hold them at Town Hall, Center School or Middle School.

This year we finished the Design Review Section of the site plan regulations and, as the result of subcommittee work with Chief Lipe, have made modifications to the Subdivision Control and Site Plan Regulations for dealing with emergency water supplies required by the Windham Fire Department. We have also held public hearings for several Zoning Amendments for the 1999 ballot.

This is a very active board. We have held many site walks, sometimes in conjunction with the Conservation Commission and many of our members have attended various State and County sponsored seminars and lectures.

I'd like to thank the Planning Board members for their efforts this year: Bernie Rouillard (Vice Chairman), Jack Gattinella (Secretary), Wayne Morris, Russell Wilder, Annette Stoller, Margaret Crisler (Selectmen Rep.), Walter Kolodziej (alternate), Keith Goldstein (alternate), and Galen Stearns (Selectmen alternate).

Extra kudos to Wayne Morris and Bernie Rouillard for their efforts in representing us on the Rockingham County Planning Commission, CIP, Master Plan and Conservation Commission.

Special thanks go to Al Turner, Mona Feciuch and all the members of the planning department. This is a department that the town of Windham can be very proud of.

The office of Selectmen can sometimes be a thankless job. People naturally go to them when they have problems; not to tell them they have done a good job. This board would like to commend the Selectmen for their support throughout the year. We particularly want to thank Mrs. Crisler and Mr. Stearns for their efforts on and in support of the Planning Board. We also want to thank Mr. McMahon for the outstanding work he has done in chairing the CIP Sub-Committee.

Many thanks also go to Tom Case for his continued leadership in representing Windham and the chairing of the Rockingham County Planning Commission. Our heartfelt appreciation goes to Diane Gardner for chairing the Master Plan sub-committee as well as to all the hard working members of both the CIP and Master Plan sub-committees.

I cannot let this opportunity pass without recognizing the many owners, builders, engineers and proponents of plans and issues that have come before this board. You have been very patient with our crowded schedules, long debates and endless requests. Windham is indeed fortunate to have such high quality people working with us to plan the future of our community. One need only to drive around town, step out of your car and visit the new neighborhoods of Windham to understand that we have an exceptional community; and, it is the result of teamwork between planners, builders and proud citizens.

Last, but not least, I would like to thank the citizens of Windham for the tremendous interest and support you have given the Planning Board. We've put you through arduous long and late meetings, many times only to postpone your particular item to another meeting. Whether it's 8 o'clock in the evening or 2 o'clock in the morning, you've stuck with us. We want you to know that we appreciate and encourage your learned counsel.

1999 promises to close out the millennium with another busy growth year in Windham. We invite you to attend any and all of our meetings. We'll be looking at major new sub-divisions, civic and commercial developments. We will be completing the new master plan and looking at a proposed growth ordinance. We'll be looking at major CIP projects such as the new Fire Department, Griffin Park and school buildings. We'll be exploring and proposing changes or additions to our zoning regulations; particularly elderly housing, adult assisted living and the village district concept. As always, we will be paying particular attention to our precious natural resources of water, wetlands, trails, open space and of course, those huggable trees.

We hope to see you there.

Respectfully submitted,

DAVID J. DUBAY
Chairman

CAPITAL IMPROVEMENTS COMMITTEE REPORT



The Capital Improvements Program, since 1988, has provided the financial planning through the CIP Committee for our Town's capital projects costing \$50,000 and greater. Through the continued efforts of the CIP, our Town has met the challenge of providing for the infrastructure needs, while maintaining level funding to pay for capital investments. This year saw over ten proposals offered for review, totaling over \$10,000,000 in future spending. In addition, much time was devoted to the establishment of a new CIP funding rate for the next ten years, to meet the costs of future capital projects. The committee worked hard to assess and prioritize these proposals, over a 17-meeting schedule, to provide a plan the Town could afford and support. The 1999 CIP PLAN is the culmination of these efforts.

Presentations to the CIP this year included proposals from Town and School representatives covering projects such as the new Fire Station Building, the Griffin Park Project, Transfer Station loader and trailer purchases, and School Addition Construction, just to name a few. The 1999 CIP Planning Report outlines in detail all new projects presented to the committee, including ongoing projects currently funded. After much debate, it was decided that this year's funding recommendations would reflect an increase from the previous cap of \$1.40. The new cap proposed for acceptance is \$1.75/thousand, to allow for level costing of our building projects over the next ten years.

The CIP Committee is pleased to provide the capital investment plan for 1999. With Town Meeting support, we look forward to another successful year in meeting the Town's capital needs. The CIP remains ever mindful that we work toward the object of presenting to our fellow citizens and taxpayers a responsible financial plan to meet our mutual goals, while keeping our tax obligation as low as possible.

Respectfully submitted,

CHARLES MCMAHON
Chairman

CAPITAL IMPROVEMENTS PLAN 1999 - 2005



CRF Balance		1999	2000	2001	2002	2003	2004	2005
FIRE DEPARTMENT								
Ambulance								
Fire Apparatus	\$11,566		\$0		\$40,000	\$40,000	\$40,000	\$40,000
Central Station	\$24,358		\$272,000	\$260,800	\$249,600	\$238,400	\$227,200	\$216,000
SELECTMEN								
Community Center	\$33,848							
Town Complex Land		\$73,500	final payment					
LIBRARY								
New Building		\$192,400	\$184,600	\$176,800	\$169,000	\$161,200	\$153,400	\$145,600
CONSERVATION								
Land Fund	\$147,455							
SOLID WASTE								
Transfer Stat.		\$128,845	final payment					
Tractor					\$120,000			
Loader/L. Trailer		\$128,515						
HIGHWAY DEPT.								
Road Improve.	\$50,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
Salt Shed								
Bridges		\$65,000						
Landgon Road								
POLICE STATION								
New Building		\$189,817	\$182,421	\$175,026	\$167,630	\$160,235	\$152,839	\$145,444
RECREATION								
Griffin Park		\$	\$119,000	\$	\$109,200	\$	\$99,400	\$94,500
Bike Lanes						\$50,000	\$50,000	\$50,000
SCHOOL DEPART.								
Gbrook Roof	\$80,000	\$80,000				\$0	\$0	
School Addition	\$255,021	\$85,007	final payment					
SAU Building	\$17,566	\$16,933	\$16,299	\$15,665	\$15,031	\$11,148	\$11,148	\$54,035
New School/Renov		\$	\$706,090	\$	\$79,026	\$	\$62,868	\$
Capital Reserve Schl	\$59,543	\$	\$269,596					
Impact Fee Payment								
MISCELLANEOUS								
FD/LJB Renovate		\$3,875						
		\$6,384						
TOTALS								
AVAILABLE	\$1,296,591	\$1,309,557	\$1,549,114	\$1,500,121	\$1,390,354	\$1,346,855	\$1,362,730	\$1,295,579
	\$1,296,590	\$1,309,556	\$1,322,652	\$1,335,878	\$1,349,237	\$1,362,730	\$1,376,357	\$1,376,357
VARIANCE								
		(\$1)	(\$1)	(\$226,463)	(\$164,243)	(\$41,117)	\$15,875	\$80,778

NOTES TO CIP REPORT

NOTE: 1999 Assessment assumes estimated increases as projected by the Town Assessor.

NOTE: Assumes \$1.9 M for a Fire Station, Road Improvements, and Water supply for the Complex. Borrowed amount of \$1,600,000.

Assumes \$700k for Griffin Park, with first payment in 2000.

Assumes \$5.992 M for new school in 2000, with first payment in 2001. Funds in impact fees and CRF used to offset total borrowed.

School payment reflects 30% building aid from State and \$50,000 annually from impact fees.

FOOTNOTES:

(1) \$1,900,000 building with \$1,600,000 note at 7% in 1999 for 10 years, with the first payment being due in 2000. Balance of \$300,000 to be funded from 1998 fund balance.

Does not assume any cost for renovating the existing fire station for adaptive use.

(2) \$350,000 note in 1994 for the new town site. Interest is at a fixed rate of 5%.

(3) \$1,500,000 building. Assumes \$1.3 M note at 6% in 1996 for 10 years, with the first payment being due in 1997. Balance of the \$1.5 M to come from \$200,000 in the CRF.

(4) Payments reflect the balance of the note due at 8% interest. Interest is variable between 4.75% and 8%. If in any year the interest rate is less than 8%, the "left over" monies are reallocated, as in 1996.

(5) \$1,232,575 note at 6% in 1997 for 10 years, with the first payment being due in 1998.

(6) \$700,000 Cost to develop park at 7% in 1999 for 10 years.

(7) Represents roof repairs to the Golden Brook School, done in segments.

(8) Represents note for SAU building of \$250,000 at 6% for 10 years.

(9) \$5.992M project to be funded by a note. Funds in impact fees and CRF used to offset total borrowed.

Note based on 6% annual interest.

Payment does take 30% state funding into account, as well as \$50,000 per year in impact fees.

(10) This line item has been reserved for funding to renovate the existing Fire Station once a new building is built on the new site.

**** Note that the expenditures highlighted in bold represent items that are funded through notes which are statutory obligations once assumed.

**** Note that the CRF's, which by law are in the custody of the Trustees of the Trust Funds, are invested in a Money Market account earning 2.53% interest as of 9/31/98.

BOARD OF ADJUSTMENT REPORT



ACCOUNTABILITY OF CASES

Variances:	
Granted	46
Denied	6
Denied without prejudice	-
Special Exceptions:	
Granted	2
Denied	-
Appeals of Administrative Decision:	
Granted	3
Denied	1
Denied without prejudice	-
Requests for Re-Hearing:	
Granted	2
Denied	4
Equitable Waivers of Dimensional Reqmts:	
Granted	1
Cases Withdrawn:	1
Cases Continued to Following Year:	-

Total Number of Cases:	66

As can be seen by the number of cases, 1998 was as busy as 1997. A strong economy and low interest rates continue to fuel renovations and new construction. Many of the cases arise from properties around Cobbetts Pond, where non-conforming lots require a variance for almost any change to the property.

During this reporting period, there was a change in the composition of the Zoning Board. George Roy and Camille Daly did not request reappointment. Both members served with distinction, and they are commended for their participation.

Al Souma has been appointed to the Board as a Regular member to fill George Roy's vacancy, and Bruce Breton was appointed an Alternate to replace Camille Daly. The third Alternate position was filled with the appointment of Jim Sullivan. With these appointments, the Board has a full complement of members for the first time in recent history.

The Board wishes to thank Virginia Gray, recording secretary, for her participation, specifically in helping the general public and keeping the records of the Board.

Respectfully submitted,

ROB GUSTAFSON
Chairperson

HEALTH DEPARTMENT REPORT



The Town encountered one reported case of rabies in 1998, which involved a cat in the area of Cobbetts Pond. The Health Department, Animal Control Officer, and our Administration responded by issuing public service announcements in the local paper and on WCTV-51, and the case was contained. Although this is one incident more than last year, it is still promising to see the overall number of cases decreasing.

The Board of Selectmen, in their capacity as the Board of Health, convened four times over the past year, granting various waivers allowing the replacement of septic systems on waterfront properties. The waivers were required as a result of space restrictions on these small lots and/or their proximity to the water.

Two water discharge permits were issued to a local business by the Department of Environmental Services. These permits allow the property owner to discharge properly treated water, which contains no contaminants, back into the surrounding ground.

Handex continues to perform testing on wells in the area of the 1992 Sunoco gas leak, and we in the Health Department maintain monitoring of their results. The Department of Environmental Systems continues to oversee a situation in a separate area of Town, involving petroleum product well contamination. A private environmental company, hired by the property owner, monitors the wells surrounding this area.

Local day care facilities were inspected throughout the year. These inspections are conducted to ensure water quality, water temperature (not to exceed 130°F per State codes), cleanliness, and safety of play areas, as well as other numerous health and safety codes. Other inspections, reviews, and/or permits issued included the following:

Test Pits	89
Septic Inspections	286
Septic Plans Reviewed	191
Septic Permits Issued	143

Spring will soon be upon us, and I again would like to remind our residents of the importance of refraining from feeding the waterfowl that frequent our lakes and ponds. This attention encourages their presence, and increases the risk of contamination to our water resources.

As always, we encourage any resident with questions or concerns about water quality or testing procedures, septic systems, and the like to contact us here in the Health Office, 8:00 AM to 4:00 PM, Monday through Friday, at 432-3806, and we will be happy to assist you.

In closing, I again would like to thank the staff of the Planning and Development Department, and in particular, Cathy Curtin, for their on-going assistance in enabling the office to run smoothly and efficiently.

Respectfully submitted,

BRUCE FLANDERS
Health Officer

TAX ASSESSOR'S REPORT

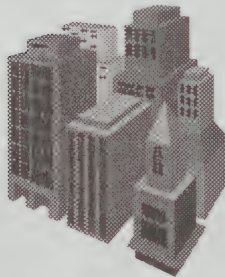


In 1998, Windham underwent its second in-house update of property assessments. This was made possible due to the computerization of records from the 1995 revaluation. A two pronged approach to maintaining market value assessments was introduced in 1998. The first prong is annual market adjustments to assessments when warranted. This will keep all assessments at or around market value. The second prong is to maintain the inventory of physical descriptions of properties. The second prong involves a re-inspection of improved property in order to evaluate the changes in improvements and changes in conditions of improvements.

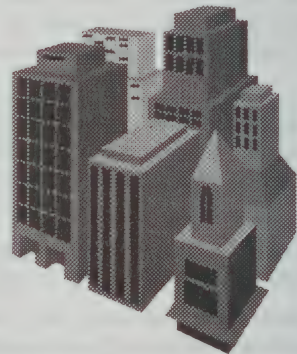
Wendi Devlin is Windham's Assistant Assessor. In addition to her responsibilities within the Assessing Office, she is performing field inspections of existing improvements as part of the assessment update program.

ASSESSMENTS. Net taxable value increased from 1997 to 1998 by \$82 Million. The Town has not witnessed this type of increase since the full re-assessment in 1995. This represents a 12% increase in the net taxable value over the 1997 net taxable value of \$696 Million. New growth accounted for \$37 Million of the increase. \$45 Million is attributed to market growth.

1997 Net Taxable Value
\$696 Million



1998 Net Taxable Value
\$779 Million



EXEMPTIONS. Exemptions are reductions in assessed valuation. The exemption is subtracted from the assessment, reducing the taxpayer's obligation to the town.

Elderly Exemptions: Elderly exemptions are available to property owners over the age of 65 who meet certain income and asset limitations. Gross income for single persons cannot exceed \$23,800; gross combined income for married persons cannot exceed \$32,800. Asset limits are \$50,000, excluding the residence and up to 2 (two) acres of land. In the 1998 Tax Year, Windham granted 58 exemptions to its senior citizens.

Blind Exemptions: An exemption in the amount of \$15,000 is available for persons determined to be legally blind. In Tax Year 1998, Windham granted two blind exemptions.

Totally and Permanently Disabled: An exemption in the amount of \$35,000 is available for residential property owners who have been determined to be permanently and totally disabled. In Tax Year 1998, Windham granted seven of these exemptions.

Current Use: Special, lowered assessments are available for properties meeting the criteria for forest land, farm land and unproductive land under RSA 79-A, RSA 79-B and RSA 79-C. These exemptions permit owners of these properties to maintain and preserve open space. In 1998, 2,591 acres of land were under the current use programs.

TAX CREDITS. Tax credits are reductions in property taxes and are not affected by changes in the tax rate or assessments. Tax credits are available for veterans of the armed services. The standard credit is \$100 and is applied as \$50 for each tax bill. In 1998, Windham granted 389 standard veteran's tax credits.

Veterans with service-connected disabilities rendering them permanently and totally disabled receive a tax credit of \$1,400. The tax credit is applied as \$700 for each tax bill. Widows or widowers of veterans killed or who died on active duty receive a tax credit of \$1,400. The tax credit is applied as \$700 for each tax bill. In 1998, the town granted 7 of these tax credits.

CURRENT USE RELEASE TAXES. In 1998, 31 acres of land in the Current Use Program were released. Release from the program results in a tax of 10% of the market value of the property at the time of the change in use. Release taxes were assessed in the amount of \$110,990 in 1998.

TIMBER YIELD TAXES. When harvesting timber in New Hampshire, the law requires the owner of the land to file an Intent to Cut form, post a harvesting permit, and file a Report of Timber Cut. There is a tax assessed against harvested timber.

ABATEMENT REQUESTS. Abatement request timelines for the 1998 Tax Year have changed. An abatement of tax request must be made to the Town by March 1, 1999. An appeal of the refusal or denial of an abatement request must be made to the New Hampshire Board of Tax and Land Appeals or the Superior Court by September 1, 1999.

I would like to thank the professional staff of the Selectmen's Office, the Tax Collector's office, the Town Clerk's office, the Building Department, and the members of the Board of Selectmen for their assistance throughout 1998.

Respectfully submitted,

MICHAEL J. FEDELE, CAE, CNHA
Town Assessor

RECYCLING/TRANSFER STATION REPORT



In 1997 we thought the recycling industry was maturing, and that the markets were becoming more reliable. 1998, however, found the industry a year older, and less stable. The world economy has caused commodity prices to fall, and some of those products that we used to receive payment for are now costing us to recycle. Still, recycling makes economic sense, due to the relatively high cost of trash disposal at the incinerator. Our deposited income was \$62,426.89, down from \$69,549.83 in 1997. Cardboard prices continue to fluctuate in the \$20 to \$50 per ton range. Plastic prices have dropped, but seem stable, with soda bottles selling at just under \$100 per ton and milk/detergent bottles selling at \$40 to \$100 per ton. Aluminum cans remain our top income producer, at about \$800 per ton. We maintain our membership with the non-profit marketing cooperative, Northeast Resource Recovery Association, which acts as our broker in marketing many of our commodities.

The Town is also a member of the Nashua Regional Solid Waste District. Our affiliation allows our residents to dispose of their hazardous waste via collections held at the Nashua Public Works Garage on the first Saturday morning of each month, April through November, with July being the only exception.

Entering our fourth year of a five-year contract, we continue to ship our municipal solid waste to the Penacook, NH waste to energy plant where it is incinerated, producing electricity as a by-product. A total of 3,093.94 tons was shipped in 1998.

The Recycling Transfer Station processed and shipped solid waste totaling 5,612.88 tons (almost 11.25 million pounds!) in 1998, up 404 tons, or 8% from 1997. The average New Hampshire residence disposes of 1.39 tons per year. Taking into account all 3,500 +/- residences, the average disposed of in Windham is 1.25 tons (2,500 pounds). However, in considering that not all our residents use the facility, the actual weight per resident user is, in fact, higher.

RECYCLING PERFORMANCE

Demolition shipped to landfill	8.40
Recycled materials processed for further use	2,683.46
Total Product Shipped* = 5,785.82	Total Percentage Recycled = 47%
(*includes 3,093.94 tons to Penacook)	

RECYCLING DETAIL

Aluminum Beverage Cans	19.81 Tons
Auto (lead-acid) batteries	7.91 Tons
Brown Glass	71.76 Tons
Brush (ground for mulch)	15.63 Tons
Clothes (to Lazarus House - charity)	44.91 Tons
Compost (grass, leaves, & pine needles)	91.70 Tons
Electronics	16.48 Tons
Clear Glass	98.10 Tons
Green Glass	64.92 Tons
HDPE #2 Bottles & Jugs (milk, detergent, shampoo etc.)	34.70 Tons
Mixed Paper (includes newspaper, junk mail, paperboard, etc.)	714.72 Tons
Corrugated Cardboard	162.19 Tons
Motor Oil	18.66 Tons
Oil Filters	2.65 Tons

PETE #1 Plastic (soda bottles, mouthwash, juice jugs, etc.)	24.87 Tons
Scrap Aluminum (gas grilles, pots, pans, etc.)	19.51 Tons
Scrap Steel	299.65 Tons
Tin Cans (includes empty dry paint cans and aerosols)	51.20 Tons
Other Metal	4.58 Tons
Demolition sent for processing and recycling	900.62 Tons
Tires	18.98 Tons
TOTAL	2,683.55 Tons

RECYCLING BENEFIT

Actual Income Deposited	\$ 62,523.89
Gross Avoided Cost (net savings @ \$57.00)	152,962.35
TOTAL BENEFIT	\$215,486.24

PAST RECYCLING PERFORMANCE

Year	Percent Recycled
1988	.08
1989	12.99
1990	24.59
1991	38.00
1992	40.41
1993	27.33
1994	36.51
1995	44.50
1996	44.70
1997	44.82
1998	46.38

Recycling performance is based upon the weight of recyclables and trash. Since glass containers are being replaced with plastic containers, these numbers have little relevance from year to year. It takes seven plastic bottles to weigh as much as the glass one that it replaced.

Respectfully submitted,

WAYNE BAILEY
Manager

ROAD AGENT'S REPORT



During the year, the Road Agent and his staff performed shim and overlay work to sections of Blueberry, Castle Hill, and Glance Roads, and completed the entire lengths of New and Woodland Roads. In addition, several sections of road received cold patching and/or seal coating to address cracking problems, and substantial hours were spent clearing brush from and mowing the rights of way.

Summer of 1998 brought extensive rains and flooding, and with them the collapse of a culvert located on Aladdin Road, entailing a lengthy and expensive repair. It was the Town's hope that disaster funding would be available to reimburse us for the cost. This was not the case, however, and as a result the total cost of \$53,500 was allocated to our Summer budget, leading to over-expenditure of our bottom line.

As the number of approved sub-divisions in Town increases, so does the number of approved Town roads. In response, and for the first time since 1996, the Board of Selectmen is supporting additional funding in our budget. A 9% increase overall is proposed to address the maintenance of existing roads, as well as those planned for development.

A continuing problem facing the Town is space for our salt supply, as our current storage area, located on Depot Road, remains inadequate. Unfortunately, if our winters continue to be primarily ice rather than snow, our salt demand will only increase. Therefore, this is an issue that should be addressed some time in the near future.

EXPENDITURES

Summer: Appropriation: \$265,000.00

General Maintenance	\$ 106,110.84
Shim and Overlay	189,568.30
Cold Patch, Sand, and Gravel	24,900.38
Culverts and Catch Basins	37,103.05
Signs	2,070.02
Seal Coating	16,454.00

Total Summer Expenditures	\$376,206.59
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Winter: Appropriation: \$190,000.00

General Maintenance	\$ 52,975.50
Sub-Contractors	19,858.50
Plow Repairs	963.50
Sand and Salt	15,831.96
Town Shed	387.13

Total Winter Expenditures	\$ 90,016.49
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TOTAL EXPENDITURES \$466,223.08 = 1% OVERDRAFT FOR 1998

Respectfully submitted,

ROBERT E. DEVLIN
Road Agent

TOWN OF WINDHAM
NEW HAMPSHIRE

WARRANT
AND
BUDGET
1999

TOWN WARRANT

THE STATE OF NEW HAMPSHIRE

To the Inhabitants of the Town of Windham in the County of Rockingham in said State, qualified to vote in Town Affairs:

You are hereby notified to meet at the Center School in said Windham on Tuesday, the Ninth day of March, at Seven of the clock in the forenoon, polls to close not earlier than Eight of the clock in the afternoon, to act upon the following subjects:

ARTICLE 1. To choose all necessary Town Officers for the year ensuing.

ARTICLE 2. To vote by ballot on the following amendments to the Windham Zoning Ordinance and Zoning District Map as submitted by Petition under RSA 675:4.

PETITION # 1. Presented by George Dinsmore and others, "To see if the Town will vote to limit the number of gas stations and used car sales businesses by requiring a minimum distance of one (1) mile between gas stations and one (1) mile between used car sales business. Distances to be calculated by measurements over Town or State Roads and shall be taken from the nearest lot line. This would apply to all roads, Town and State, within the boundaries of Windham, New Hampshire, with the exclusion of Route 28."

NOT RECOMMENDED BY THE PLANNING BOARD

ARTICLE 3. To vote by ballot on the following amendments to the Windham Zoning Ordinance and Zoning District Map as proposed by the Planning Board.

Amendment # 1. Amend Section 701.3, Commercial Antenna Structures, by deleting all the existing wording in Section 703.3.2, and inserting the following words, "The maximum plan view area of antenna structure shall be one hundred twenty (120) square feet, as measured on maximum plan view. Also, add the following new sections:

701.3.8. A site alternative analysis, including existing structures, shall be conducted;

701.3.9. A bond shall be submitted to and held by the Town of Windham for the removal of the commercial antenna structure and tower when the facility is no longer operational".

Amendment # 2. Add a new Section 613, Public Utility Structures. Public utility structures and buildings, not exceeding 500 square feet and 20 feet in height in size shall be allowed in any district, subject to site plan review and approval by the Windham Planning Board. This would not include commercial antenna structures regulated elsewhere in section 701.3.

Amendment # 3. Amend Section 200, Definitions, by adding the following definition, " Public Utility: A corporation, company, association, joint stock association, partnership or person, including governmental agencies, which are regulated by the Public Utilities Commission, or franchised by the state or local government, and owning, operating, or managing any plant, or equipment involved in the supplying of services through erection, construction, alteration, or maintenance of gas, electrical service, water, or waste water transmission, distribution or collection systems; the conveyance of communication, telephone, telegraphic or television messages or services including cable TV".

Amendment #4. Amend Section 503 by deleting the words, "or structure," on the first line and replacing it with the following words, " land or structure".

Amendment # 5. Amend Section 601, Wetland and Watershed Protection District, by striking Section 601.4.4 and replacing it with the following:

"Notwithstanding the other provisions herein, the following bodies of water shall not have a W.W.P.D. extending from their normal high water mark, nor shall they be considered a "pond" to adjacent wetlands: Cobbetts Pond, Canobie Lake, Shadow Lake, Rock Pond, and Moeckel Pond. The W.W.P.D. associated with a stream or brook entering any of the exempt water bodies shall continue up to the normal high water mark of these water bodies".

Amendment # 6. Amend Section 601.2 of the Wetland and Watershed Protection District, by amending the definition of "Brook or Stream" by deleting all words after the word "ordinance" in the fourth line including the editor's note.

Amendment # 7. Amend Section 601.2, of the Wetland and Watershed Protection District, by amending the "Methodology" paragraph by inserting the words, "upper limits of the," in front of the letters "W.W.P.D".

Amendment # 8 . Amend Section 601.2, Definitions, by deleting the definition and title Normal High Water," and inserting the following wording, "Normal High Water Mark means the line on the shore, running parallel to a brook, stream or pond, established by fluctuations of water and indicated by physical characteristics such as a clear, natural line impressed on the immediate bank, shelving, changes in the character of soil, destruction of terrestrial vegetation, the presence of litter and debris, or other appropriate means that consider the characteristics of the surrounding areas. Where the normal high water mark is not easily discernible, the normal high water mark may be determined by the Department of Environmental Services".

And Amend Section 601.2, Definitions, by deleting the definition "top of the channel embankment" and amend Section 601.4.1, Regulations, by deleting the words, "top of channel embankment," in two places and replacing these words with the words, "normal high water mark".

Amendment # 9. Amend the Windham Zoning District Map by rezoning the following listed properties located between Searles Road, Stonehedge Road and Governor Dinsmore Road from Limited Industrial to Residence A District: Section 13 C of the Windham Assessors Map, lot 120, 1 Roulston Road, lot 118, 16 Searles Road, lot 117, 18 Searles Road, lot 116, 20 Searles Road, lot 114, 24 Searles Road, lot 112, 28 Searles Road, lot 110, 32 Searles Road, lot 105, 34 Searles Road, and lot 100, 38 Searles Road.

Amendment #10. Amend the Windham Zoning District Map by rezoning the property 52 Searles Road, Map 13-C-1 from Limited Industrial District to Rural District.

Amendment #11. Amend the Windham Zoning District Map by rezoning the following listed properties, 15 Roulston Road, Assessors lot 13-C-123 and lot 13-C-200, RR Bed Roulston Road North from Limited Industrial District to Residential A District.

Amendment #12. Amend the Windham District Zoning Map by rezoning the following listed parcels, generally located behind the existing Town Hall, and across Route 111 in the vicinity of the new Town Complex, from Rural to a Village Center District: Windham Assessors Map 11 A, lots 500, 510, 520, 545, 540, 530, 550, 570, 580, 600, 11-C-1101, off Church Street and across Route 111, Assessors lots 16-L-100 and 16-L-50 and also including 28 Indian Rock Road, lot 16-L-10, 30 Indian Rock Road, lot 16-L-1, 32 Indian Rock Road, lot 16-D-450, 36 Indian Rock Road, lot 16-D-400 and 42 Indian Rock Road, lot 16-D-300.

And Amend Section 600, Use Regulations, by the addition of a new section, Section 612, Village Center District.

612.1.Purpose:

To preserve the area around the Town Hall, the Fire Station, the Armstrong Building, the Bartley Buildings and the Historic District as the traditional and actual Town Center. The purpose of this ordinance is to establish special

conditions which when satisfied would allow through design guidelines, mixed uses of retail, professional offices, and residential in the Town Center. This district would minimize sprawl along road corridors by providing an off road village center that would preserve the Town Center.

612.2. Uses Permitted: Subject to Site Plan approval as provided in the Windham Site Plan Regulations:

Small retail shops, not larger than ten thousand (10,000) square feet, eating and drinking establishments where consumption is primarily intended to be on the premises, professional offices, schools, banks, bakeries, civic, public, institutional facilities, medical offices, clinics, single and townhouse residential uses and personal services, such as, hairdressers.

612.3. Development Standards:

Development standards shall be prescribed in the Site Plan Regulations. Additional development standards are as follows:

- 612.3.1. There shall be a minimum fifty feet (50') natural buffer of vegetation supplemented by evergreen trees and landscaped berms from the residential district and uses;
- 612.3.2. Shared parking facilities and driveways shall be provided and the parking space requirements reduced where shared parking is designed to maximize complimentary uses and it has been demonstrated to the Planning Board that sufficient parking will be available when it is needed;
- 612.3.3. There shall be no front, side or rear setback requirements;
- 612.3.4. The road frontage requirements shall be fifty (50) feet at the front lot line;
- 612.3.5. Town roads in this district would be designed for low speed travel and therefore would be encouraged to be built narrower than the normal town standards;
- 612.3.6. Existing buildings, with historical significance, as recommended by the Heritage Commission, should be preserved and reused for allowed uses with shared parking and driveways. Shared parking would be located to minimize its visual impact in order to preserve the village character;
- 612.3.7. Buildings shall be designed and sited to maintain views and vistas;
- 612.3.8. Public space or open square for outdoor activities, including pedestrian walkways shall be provided;
- 612.3.9. There shall be no minimum lot size;
- 612.3.10. The recommended district land use mix in total build out occupiable square footage is 40% retail and service uses, 40% offices and 20% residential. The Planning Board will review each proposal for compliance with the recommended land use mix and the district purpose.

Amendment # 13. Amend the Windham Zoning District Map by rezoning the property located at 38 Mammoth Road, Map 14-A-900, also known as proposed lot 14-A-908, from Neighborhood Business District to Rural District.

ARTICLE 4. To vote on the following ballot questions.

QUESTION #1 By Petition of Richard Horrigan and others, "Shall we adopt the provisions of RSA 40:13 to allow official ballot voting on all issues before the Town of Windham?"

QUESTION #2. By Petition of Thomas Case and others, "Are you in favor of an elected Planning Board, under RSA 673:2, II (b) (1).

Which provides: The selectmen shall choose one selectman or administrative official of the town as an ex-officio member and the remaining planning board positions shall be filled at the next regular town election pursuant to RSA 669:17. Thereafter, a planning board member shall be elected for the term provided under RSA 673:5, II.

YOU ARE HEREBY NOTIFIED TO MEET AT GOLDEN BROOK SCHOOL ON SATURDAY, THE THIRTEENTH (13TH) DAY OF MARCH AT 9:00 OF THE CLOCK IN THE FORENOON FOR TRANSACTION OF ALL OTHER BUSINESS.

ARTICLE 5. To see if the Town will vote to raise and appropriate the sum of One Million Nine Hundred Thirteen Thousand and no 100ths (\$1,913,000.00) Dollars for the purposes of constructing a Fire Station Building and purchasing equipment, materials and furnishings of a lasting nature for said construction and payment of costs associated with the financing of said project; said sum to be in addition to any federal, state or private funds made available therefor, and to raise the same by issuance of not more than \$1,600,000.00 in bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA Chapter 33) and to authorize the Selectmen to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to apply toward the cost any interest earned from the temporary investment of any bond or note; furthermore to authorize the withdrawal of \$25,600 from the Capital Reserve Fund established for this purpose and to authorize the transfer of \$287,400 from the December 31, 1998 fund balance for this purpose; and to take any other action as may be necessary to carry out and complete financing of this project.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 6. To see if the Town will vote to raise and appropriate the sum of Seven Hundred Eight Thousand and no 100ths (\$708,000.00) Dollars for the purposes of developing Griffin Park to include but not be limited to site preparation, installation of mechanical equipment and systems, and other site improvement and field construction cost and payment of costs associated with the financing of said project; said sum to be in addition to any federal, state or private funds made available therefor, and to raise the same by issuance of not more than \$700,000.00 in bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA Chapter 33) and to authorize the Selectmen to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to apply toward the cost any interest earned from the temporary investment of any bond or note; with the balance of \$8,000 to be raised from general taxation; and to take any other action as may be necessary to carry out and complete financing of this project.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 7. To see if the Town will vote to raise and appropriate the sum of Two Hundred Eighty Seven Thousand Four Hundred (\$287,400.00) Dollars to be added to the Central Fire Station Capital Reserve Fund. This sum is to come from the December 31, 1998 fund balance and no amount is to be raised from taxation.

RECOMMENDED BY BOARD OF SELECTMEN (4-1 Vote)

ARTICLE 8. By Petition of D.M. Walck and others. "To support the need for upgraded Fire Station facilities, and oppose the proposed plans as submitted. And, to encourage the Safety Complex Committee to submit plans more in keeping with the immediate and future needs of the community as they exist today and over the next decade so as not to unduly burden the taxpayers over the bonding period of the specified project."

NOT RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 9. By Petition of Bob Marshall and others. "If the Griffin Park bond is defeated, to see if the Town will vote to raise and appropriate the sum of Seven Hundred Thousand Dollars (\$700,000) for the purpose of developing Griffin Park. This is a non-lapsing account per RSA

32:7, VI and will not lapse until the Park is completed or for a period of five (5) years, which ever is less. This article will be of no effect if the Griffin Park bond is adopted."

NOT RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 10. By Petition of D.M. Walck and others. "To support the development of Griffin Park, through fund raising, grants, and other community activities and to utilize any funds allocated from tax revenues for the maintenance of said recreational facility on a dollar-matching basis. And further, to encourage the Griffin Park Committee to submit such plans for consideration at a future meeting."

NOT RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 11. To hear the reports of auditors, agents and other committees heretofore chosen and pass any votes relating thereto.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 12. To see if the Town will vote to raise and appropriate the sum of \$275,000 to be added to the Health Insurance Expendable Trust Fund.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 13. To see if the Town will vote to raise and appropriate the sum of \$35,000 to be added to the Property Maintenance Expendable Trust Fund.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 14. To see if the Town will vote to raise and appropriate the sum of \$30,000 to be added to the Earned Time Expendable Trust Fund.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 15. To see if the Town will vote to raise and appropriate the sum of \$6,384 for the Existing Fire Station Building Renovation Capital Reserve Fund.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 16. To see if the Town will vote to raise and appropriate the sum of Seven Thousand Nine Hundred Fifteen Dollars (\$7,915), representing the cost of the increased economic benefits for members of Local Union No. 1801 AFSCME (Municipal Union) to which they are entitled for the fiscal year 1998-1999 under the terms of the latest collective bargaining agreement entered into by the Selectmen and AFSCME. Said contract to expire on March 31, 2000 with the additional cost for 2000 to be \$2,805.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 17. To see if the Town will vote to ratify the Fact Finder's Report which resulted out of the negotiation process between the Town and AFSCME Local No. 3657 (Police Union) and to see if the Town will vote to raise and appropriate the sum of Seventy Thousand Seven Hundred Dollars (\$70,700), representing the cost of the increased economic benefits for members of Local Union No. 3657 AFSCME to which they are entitled for the fiscal years 1998-2000 under the terms expressed in the Fact Finder's Report. The cost to be paid retroactively for 1998 is \$24,700 and the 1999 cost is \$46,002. Said contract to expire on March 31, 2000, with the additional cost for 2000 to be \$5,540.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 18. Shall the Town of Windham, if Articles #16 and/or #17 are defeated, authorize the governing body to call one special meeting, at its option, to address Article(s) #16, and/or #17, cost items only?

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 19. To see if the Town will vote to raise and appropriate the sum of \$5,063,202 for general municipal operations. Said sum does not include special or individual articles addressed.

Town Officers' Salaries	\$ 8,600
Administration	269,510
Town Clerk Expenses	53,440
Tax Collector Expenses	55,425
Election and Registration	3,775
Cemeteries	38,500
General Gov't Buildings	97,570
Appraisal of Properties	53,040
Town Museum	8,925
Searles Building	12,490
Legal Expenses	52,500
Retirement	190,745
Insurance	233,730
Contracted Services	40,000
Police Department	1,015,820
Dispatching	163,805
Fire Department	904,520
Emergency Management	9,155
Planning and Development	212,497
Town Highway Maintenance	505,000
Street Lighting	12,350
Solid Waste Disposal	493,340
Health and Human Services	39,090
Animal Control	16,840
General Assistance	53,475
Library	371,910
Recreation	95,025
Senior Center	3,600
Cable TV Expenses	48,525
Interest Expenses (TANs)	0

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 20. To see if the Town will vote to raise and appropriate the sum of \$4,760 for the Conservation Commission, and authorize the Selectmen to transfer all unexpended Conservation Commission funds as of December 31, 1999 to the Conservation Fund in accordance with RSA 36-A:5.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 21. By Petition of Charles McMahon and others "To see if the Town will vote to deposit 25% of the revenues collected pursuant to Chapter 79-A (Current Use Taxation) in the Conservation Fund in accordance with RSA 36-A:5 III, as authorized by RSA 79-A:25 II. The Town currently allocates 100% of the revenues collected.

RECOMMENDED BY BOARD OF SELECTMEN (3-2 Vote)

ARTICLE 22. By Petition of Jay Moltenbrey and others "To see if the Town will vote to raise and appropriate the sum of Twenty Two Thousand Dollars (\$22,000), for the purchase of buying a thermal imaging camera for use by the Fire Department."

NOT RECOMMENDED BY BOARD OF SELECTMEN (3-2 Vote)

ARTICLE 23. To see if the Town will vote to raise and appropriate the sum of \$65,000 representing the town's one third (1/3rd) share of costs associated with improvements to the Langdon Road / Range Road intersection improvements. The other 2/3rd share will be paid for by the State of New Hampshire. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until improvements are completed or for a period of two (2) years, whichever is less.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 24. To see if the Town will vote to raise and appropriate the sum of \$100,000 for improvements to Town roads. This will be a non-lapsing account per RSA 32:7, VI and will not lapse for a period of three (3) years.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 25. By Petition of E. Laurence Strondak and others. "To see if the Town of Windham shall vote to accept under RSA 229:1, Sawtelle Road as it currently exists, as a public road."

NOT RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 26. To see if the Town will vote to raise and appropriate the sum of \$80,000 for the purchase of a loader for the Transfer Station facility.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$48,515 for the purchase of a live bed transfer trailer for the Transfer Station facility.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 28. To see if the Town will vote to establish a recreational revolving fund under the provisions of RSA 35-B:2 (II) to deposit income from fees and charges for recreational park services, facilities and leisure-time activities conducted by the Windham Recreation Committee, and to further authorize the Windham Recreation Committee to expend monies from such fund for the purposes authorized in RSA 35-B:1.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 29. By Petition of Thomas Case and others. "To raise and appropriate the sum of \$7,550 to be added to the amount appropriated in the Town Budget for the Senior Center. Further, the Recreation Budget shall be decreased by \$7,550, effectively placing the control of these funds with the Town Administrator. These funds shall be available to the Administrator of Windham Senior Activities, in cooperation with the Town Administrator, to provide for the Social and Recreational needs of Windham Seniors."

NOT RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 30. In accordance with the Municipal Finance Act, the Town shall raise and appropriate the sums of \$442,558.76 Principal and \$138,168.35 Interest for payment of Long Term Notes.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 31. TO BE VOTED BY BALLOT. Shall we modify the elderly exemptions from property tax in the Town of Windham, based on assessed value, for qualified taxpayers, to be as follows: for a person 65 years of age up to 75 years, \$65,000; for a person 75 years of age up to 80 years, \$80,000; for a person 80 years of age or older, \$100,000. To qualify, the person must have been a New Hampshire resident for at least 5 years and own the real estate individually or jointly, or if the real estate is owned by such person's spouse, they must have been married for at least 5 years. In addition, the taxpayer must have a net income of not more than \$23,800 or, if married, a combined net income of less than \$32,800; and own net assets not in excess of \$50,000 excluding the value of the person's residence.

RECOMMENDED BY BOARD OF SELECTMEN

ARTICLE 32. To transact any other business that may legally come before said meeting.

Given under our hands and seal, this 19th day of February, in the year of our Lord nineteen hundred and ninety-nine.

CHARLES E. MCMAHON

DOUGLASS L. BARKER

CAROLYN B. WEBBER

MARGARET M. CRISLER

GALEN A. STEARNS
Selectmen of Windham, NH

A True Copy of Warrant Attest:

CHARLES E. MCMAHON

DOUGLASS L. BARKER

CAROLYN B. WEBBER

MARGARET M. CRISLER

GALEN A. STEARNS
Selectmen of Windham, NH

BUDGET OF THE TOWN OF WINDHAM, NH

APPROPRIATIONS AND ESTIMATES OF REVENUE

JANUARY 1, 1999 TO DECEMBER 31, 1999

PURPOSES OF APPROPRIATION	Actual Appropriations Year 1998	Actual Expenditures For 1998	Appropriations Ensuing Fiscal Year 1999
<u>GENERAL GOVERNMENT</u>			
Town Officers' Salaries	\$ 8,000.00	\$ 8,000.00	\$ 8,600.00
Administration	245,869.92 *	241,321.68	269,510.00
Town Clerk's Expenses	52,011.83 *	44,308.84	53,440.00
Tax Collector's Expenses	57,068.20 *	46,657.52	55,425.00
Election & Registration	8,295.00	6,918.73	3,775.00
Cemeteries	38,500.00	29,665.91	38,500.00
General Gov't Bldgs	69,270.00	86,501.40	97,570.00
Appraisal of Property	53,190.00	50,840.57	53,040.00
Town Museum	0.00	0.00	8,925.00
Searles Building	11,550.00	10,716.33	12,490.00
Legal Expenses	49,500.00	55,254.56	52,500.00
Retirement & Pension	177,285.00	165,420.90	190,745.00
Insurance	217,445.00	207,496.74	233,730.00
<u>PUBLIC SAFETY</u>			
Contracted Police Services	30,000.00	49,325.34	40,000.00
Police Department	965,037.54 *	933,231.80	1,015,820.00
Dispatching	154,817.00	148,720.87	163,805.00
Fire Department	839,279.65 *	849,431.76	904,520.00
Emergency Management	3,050.00	2,437.67	9,155.00
Planning & Development	205,058.12 *	201,901.49	212,497.00
<u>HIGHWAYS, STREETS, & BRIDGES</u>			
Town Maintenance	455,000.00	466,223.08	505,000.00
Street Lighting	12,350.00	11,144.77	12,350.00
<u>SANITATION</u>			
Solid Waste Disposal	470,614.74 *	475,352.45	493,340.00
<u>HEALTH</u>			
Health & Human Services	38,035.00	37,097.00	39,090.00
Animal Control	15,660.00	15,416.12	16,840.00
<u>WELFARE</u>			
General Assistance	53,475.00	42,413.35	53,475.00
<u>CULTURE AND RECREATION</u>			
Library	343,100.00	306,984.65	371,910.00
Recreation	89,495.00	74,736.39	95,025.00
Conservation Commission	4,660.00	4,660.00	4,760.00
Senior Center	3,600.00	3,654.43	3,600.00
Cable TV Expenses	40,150.00	28,759.54	48,525.00

BUDGET OF THE TOWN OF WINDHAM, NH

PURPOSES OF APPROPRIATION	Actual Appropriations Year 1998	Actual Expenditures For 1998	Appropriations Ensuing Fiscal Year 1999
<u>DEBT SERVICE</u>			
Long Term Notes - P & I	605,642.96	605,589.05	580,727.11
Tax Anticipation Note - Interest	1,000.00	0.00	0.00
<u>CAPITAL OUTLAY</u>			
Road Improvements	50,000.00	0.00	100,000.00
Police Technology Grant	49,000.00	675.22	0.00
Griffin Park Engineering	0.00	1,545.00	0.00
Library Building	9,580.00	26,354.65	0.00
Police Station Building	0.00	65,247.63	0.00
Access Road/Infrastructure	0.00	5,868.00	0.00
Town Van	30,000.00	30,000.00	0.00
Renovation of Armstrong Building	24,833.00	32,813.07	0.00
Langdon Road / Range Road	0.00	0.00	65,000.00
Transfer Loader	0.00	0.00	80,000.00
Transfer Trailer	0.00	0.00	48,515.00
Griffin Park Development	0.00	0.00	708,000.00
Fire Station Building	0.00	0	1,913,000.00
<u>OPERATING TRANSFERS OUT</u>			
Fire Station Renovation CRF	25,000.00	25,000.00	6,384.00
<u>MISCELLANEOUS</u>			
Trust - Health	275,000.00	275,000.00	275,000.00
Trust - Property	35,000.00	35,000.00	35,000.00
Trust - Earntime	30,000.00	30,000.00	30,000.00
TOTAL APPROPRIATION	\$ 5,846,422.96	\$ 5,737,686.51	\$ 8,909,588.11
<u>Other special articles:</u>			
Griffin Park Petition Article*	0.00	0.00	700,000.00
Municipal Union Contract	0.00	0.00	7,915.00
Police Union Factfinding	0.00	0.00	70,700.00
Thermal Imaging Camera	0.00	0.00	22,000.00
<i>* Only voted on if bond fails</i>			
<i>Totals with these articles added:</i>	<i>\$ 5,846,422.96</i>	<i>\$ 5,737,686.51</i>	<i>\$ 9,710,203.11</i>
	<i>\$ 5,800,092.96 (1)</i>		<i># 7,097,203.11 (2)</i>
			<i>6,397,203.11 (3)</i>

(1) Indicates 1998 appropriations without \$36,750 from the Police Technology Grant which will be reimbursed to the Town by the Federal Government and \$9,580 to be removed from Library CRF.

(2) Indicates 1999 proposed appropriations without \$25,600 withdrawn from CRF, \$287,400 to be funded from fund balance, and \$700,000 and \$1,600,000 from the Griffin Park and Fire Station bonds respectively.

(3) Indicates 1999 proposed appropriations as noted in #2 above without the \$700,000 petitioned article for Griffin Park. Assumes Griffin Park bond article passes and therefore this petition article is passed over.

BUDGET OF THE TOWN OF WINDHAM, NH

APPROPRIATIONS AND ESTIMATES OF REVENUE

JANUARY 1, 1999 TO DECEMBER 31, 1999

SOURCES OF REVENUE	Estimated Revenue 1998	Actual Revenue 1998	Estimated Revenue 1999
<u>TAXES</u>			
Yield Tax	\$ 1,500.00	\$ 56.12	\$ 250.00
Interest & Penalties on Taxes	130,000.00	93,020.91	100,000.00
Land Use Change Tax	0.00	0.00	0.00
Boat Taxes	7,200.00	6,755.77	7,200.00
<u>INTERGOVERNMENTAL REVENUES</u>			
Shared Revenue - Block Grant	41,174.00	170,183.09	41,200.00
Highway Block Grant	164,529.00	164,529.23	162,380.00
Gas Tax Refunds + others (State)	5,400.00	3,160.08	5,400.00
Gas Tax Refunds + Others (Federal)	53,250.00	16,157.56	5,000.00
Rooms and Meals	146,239.00	146,239.06	146,500.00
<u>LICENSES AND PERMITS</u>			
M V Permit Fees	1,580,000.00	1,590,171.00	1,600,000.00
Building Permits	95,000.00	111,418.62	110,000.00
Business Licenses	1,360.00	1,400.00	1,400.00
Other Licenses and Permits	59,500.00	66,432.98	65,000.00
<u>CHARGES FOR SERVICES</u>			
Income from Departments	255,200.00	311,281.34	275,200.00
Cable TV Fees	65,120.00	65,120.85	65,120.00
<u>MISCELLANEOUS REVENUES</u>			
Interest on Deposits	175,000.00	210,366.38	200,000.00
Other Miscellaneous Revenues	12,000.00	24,969.21	15,000.00
Sale of Town Property	29,155.00	29,229.71	4,000.00
<u>OTHER FINANCING SOURCES</u>			
Capital Reserve Funds	9,580.00	10,070.57	25,600.00
Income from Trust Funds	725.00	724.07	725.00
Proceeds from Bonds	0.00	0.00	2,300,000.00
Fund Balance	320,000.00	320,000.00	287,400.00
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TOTAL REVENUES AND CREDIT	\$ 3,151,932.00	\$ 3,341,286.55	\$ 5,417,375.00

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>TOWN OFFICERS' SALARIES</u>	(ARTICLE 19)		
Selectmen	\$ 6,000.00	\$ 6,000.00	\$ 6,100.00
Treasurer	1,500.00	1,500.00	2,000.00
Deputy Treasurer	150.00	150.00	150.00
Trustee, Trust Funds	350.00	350.00	350.00
TOTALS	8,000.00	8,000.00	8,600.00

<u>ADMINISTRATION</u>	(ARTICLE 19)		
Regular Salaries	\$ 151,064.92 (1) \$	149,091.13	\$ 162,890.00
Audit	7,000.00	6,900.00	7,000.00
Town Report	7,000.00	6,679.00	7,000.00
Computer Service	12,980.00	11,865.23	13,600.00
Office Supplies	4,675.00	4,427.77	4,675.00
Computer Supplies	6,200.00	4,106.43	8,185.00
Mileage	500.00	595.84	500.00
Postage	16,425.00	16,542.94	17,000.00
Postage Machine	1,125.00	999.80	1,125.00
Legal Ads	1,000.00	704.28	1,000.00
Registry of Deeds	300.00	166.55	300.00
Equipment	17,850.00	17,450.81	21,700.00
Equipment Maintenance	4,330.00	4,422.88	5,800.00
Dues and Meetings	8,120.00	7,680.47	8,715.00
Miscellaneous	1,000.00	3,489.20	1,000.00
Telephone	6,300.00	6,199.35	9,020.00
TOTALS	245,869.92	241,321.68	269,510.00

(1) includes \$1,449.92 from Municipal Union contract allocation

<u>TOWN CLERK'S EXPENSES</u>	(ARTICLE 19)		
Regular Salaries	\$ 28,561.83 (1) \$	21,590.84	\$ 29,265.00
Elected Official Fees	18,000.00	19,029.00	18,600.00
Office Equipment	0.00	0.00	0.00
Vital Statistics	100.00	100.00	100.00
Dog License Fees	3,950.00	2,683.00	4,075.00
Dues and Meetings	600.00	106.00	600.00
Preservation of Records	800.00	800.00	800.00
TOTALS	52,011.83	44,308.84	53,440.00

(1) includes \$561.83 from Municipal Union contract allocation

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>TAX COLLECTOR'S EXPENSES</u> (ARTICLE 19)			
Regular Salaries	\$ 43,468.20 (1) \$	38,032.89 \$	41,825.00
Elected Official Fees	6,500.00	3,750.00	6,500.00
Title Searches	5,000.00	3,240.00	5,000.00
Register of Deeds	1,000.00	655.00	1,000.00
Petty Cash	100.00	0.00	100.00
Dues and Meetings	1,000.00	979.63	1,000.00
TOTALS	57,068.20	46,657.52	55,425.00

(1) includes \$468.20 from Municipal Union contract allocation

<u>ELECTION AND REGISTRATION</u> (ARTICLE 19)			
Regular Salaries	\$ 0.00 \$	0.00 \$	0.00
Elected Official Fees	3,875.00	2,712.78	1,735.00
Ballot Clerk Fees	1,170.00	1,362.50	390.00
Voter Checklists	400.00	0.00	300.00
Ballots	2,500.00	2,268.45	750.00
Equipment	0.00	0.00	0.00
Equipment Maintenance	350.00	575.00	600.00
TOTALS	8,295.00	6,918.73	3,775.00

<u>CEMETERIES</u> (ARTICLE 19)			
Groundskeeping	\$ 22,000.00 \$	20,687.73 \$	22,000.00
Interment Preparation	5,000.00	4,425.00	5,000.00
Office Supplies	200.00	55.62	200.00
Property Maintenance	8,000.00	3,122.59	8,000.00
Patriotic Purposes	800.00	752.85	800.00
Vandalism	2,000.00	400.00	2,000.00
Miscellaneous Expenses	100.00	0.00	100.00
Electricity	400.00	222.12	400.00
TOTAL	38,500.00	29,665.91	38,500.00

<u>GENERAL GOVERNMENT BLDIN</u> (ARTICLE 19)			
Regular Salaries	\$ 32,075.00 \$	26,306.52 \$	49,380.00
Groundskeeping	11,735.00	11,405.75	13,985.00
Trash Removal	2,850.00	2,700.13	2,700.00
Contracted Services	3,334.00 (1)	7,804.60	0.00
Property Maintenance	5,000.00	23,523.60	5,480.00
Mileage	0.00	0.00	750.00
Equipment	4,350.00	3,476.64	6,320.00

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
Vehicle Maintenance	0.00	0.00	5,695.00
Preservation of Records	700.00	700.00	700.00
Electricity	9,860.00	8,362.66	9,860.00
Heat	2,700.00	2,221.50	2,700.00
TOTALS	72,604.00	86,501.40	97,570.00

(1) reflects carryover from 1997

<u>APPRAISAL OF PROPERTIES</u>	(ARTICLE 19)		
Regular Salaries	\$ 49,290.00	\$ 48,860.90	\$ 47,635.00
Contracted Services	0.00	0.00	2,000.00
Training	1,500.00	330.00	1,700.00
Mileage	1,775.00	1,174.82	900.00
Equipment	150.00	87.20	330.00
Dues & Meetings	475.00	387.65	475.00
TOTALS	53,190.00	50,840.57	53,040.00

<u>TOWN MUSEUM</u>	(ARTICLE 19)		
Equipment	0.00	0.00	8,925.00
TOTALS	0.00	0.00	8,925.00

<u>SEARLES BUILDING</u>	(ARTICLE 19)		
Property Maintenance	\$ 6,550.00	\$ 6,881.57	\$ 7,840.00
Telephone	900.00	890.41	900.00
Electricity	1,750.00	1,485.48	1,750.00
Heat	2,350.00	1,458.87	2,000.00
TOTALS	11,550.00	10,716.33	12,490.00

<u>LEGAL EXPENSES</u>	(ARTICLE 19)		
Other Lawfirms	\$ 7,000.00	\$ 10,749.10	\$ 5,000.00
Baumont & Campbell	35,000.00	39,449.11	40,000.00
Union Legal Fees	7,500.00	4,864.35	7,500.00
Miscellaneous	0.00	192.00	0.00
TOTALS	49,500.00	55,254.56	52,500.00

<u>POLICE DEPARTMENT</u>	(ARTICLE 19)		
Regular Salaries	\$ 654,279.54 (1)	\$ 642,482.05	\$ 679,680.00
Overtime	57,887.00 (2)	61,406.70	58,000.00
Holiday Pay	39,308.00 (3)	34,024.42	39,580.00

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
Computer Services	8,850.00	6,600.00	4,290.00
Office Supplies	2,600.00	3,189.42	2,600.00
Property Maintenance	2,500.00	3,208.17	4,000.00
Investigations	1,500.00	1,593.43	1,710.00
Training	25,409.00 (4)	23,521.75	34,670.00
Firearm Training/Ammunition	11,689.00 (5)	12,077.79	16,270.00
Clothing Allowance	10,750.00	9,813.99	12,050.00
Vehicle Equipment	43,950.00	44,075.30	52,100.00
Equipment	17,350.00	17,677.15	11,550.00
Vehicle Fuel	22,000.00	13,427.66	18,000.00
Vehicle Maintenance	13,000.00	8,518.15	13,000.00
Equipment Maintenance	6,715.00	4,997.21	7,750.00
Radio Commun/Maint.	14,015.00	16,551.10	10,140.00
Safety Division	1,500.00	1,541.56	1,500.00
Miscellaneous	1,000.00	2,077.54	11,500.00
Employee Health	500.00	366.00	1,700.00
Telephone	7,765.00	8,708.16	9,530.00
Electricity	17,000.00	14,379.17	19,000.00
Heat	5,470.00	2,995.08	7,200.00
TOTALS	965,037.54	933,231.80	1,015,820.00

(1) includes \$30,540 from Police Union contract allocation and \$ 679.54 from Municipal Union allocation

(2) includes \$3,887 from Police Union contract allocation

(3) includes \$1,833 from Police Union contract allocation

(4) includes \$589 from Police Union contract allocation

(5) includes \$249 from Police Union contract allocation

<u>DISPATCHING</u>	(ARTICLE 19)			
Regular Salaries	\$ 108,359.00 (1)	\$	108,848.93	\$ 108,545.00
Overtime	18,412.00 (2)		19,509.54	18,525.00
Holiday	8,085.00 (3)		6,963.42	8,260.00
Extra Shift	12,010.00		10,033.91	11,790.00
Training	5,226.00 (4)		962.09	2,400.00
Clothing Allowance	1,600.00		1,400.00	1,600.00
Equipment	1,125.00		1,002.98	12,685.00
TOTALS	154,817.00		148,720.87	163,805.00

(1) includes \$5,589 from Police Union contract allocation

(2) includes \$852 from Police Union contract allocation

(3) includes \$315 from Police Union contract allocation

(4) includes \$101 from Police Union contract allocation

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>FIRE DEPARTMENT</u>	(ARTICLE 19)		
Regular Salaries	\$ 524,639.65 (1)	\$ 514,963.01	\$ 561,800.00
Overtime	96,508.00 (2)	105,215.87	96,755.00
Holidays	17,295.00 (3)	15,804.15	17,700.00
Callmen	30,000.00	42,739.80	40,000.00
Academic Reimbursement	5,000.00	3,934.00	5,000.00
Contracted Services	0.00	1,650.43	0.00
Property Maintenance	1,650.00	2,980.71	2,725.00
Training	42,002.00 (4)	28,008.71	44,895.00
Clothing Allowance	4,900.00	5,098.26	5,980.00
Travel Expenses	400.00	212.25	1,760.00
Prevention/Investigation	2,500.00	2,224.28	2,300.00
Ambulance Operation	4,965.00	4,119.89	5,405.00
Office Equipment	4,940.00	4,470.09	2,450.00
Fire Equipment	38,470.00	39,390.87	42,600.00
Equip. - Radios/Pagers	6,000.00	6,787.34	4,800.00
Ambulance Equipment	4,965.00	4,538.52	3,930.00
Vehicle Fuel	5,700.00	4,767.00	5,000.00
Vehicle Maintenance	20,400.00	25,116.46	25,295.00
Hydrant / Water Supply	0.00	0.00	1,000.00
Communication Maintenance	12,800.00	18,034.01	11,520.00
Dues and Meetings	985.00	518.05	1,355.00
Miscellaneous	500.00	425.62	500.00
Employee Health	3,650.00	2,284.40	4,350.00
Hazardous Materials District	3,500.00	3,500.00	5,000.00
Telephone	4,260.00	4,770.10	4,500.00
Electricity	4,850.00	4,762.13	5,000.00
Heat	2,900.00	3,115.81	2,900.00

TOTALS	843,779.65	849,431.76	904,520.00
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(1) includes \$7,970 from Fire Union Contract allocation and \$509.65 from Municipal Union allocation

(1) includes \$4,500 carryover from 1997

(2) includes \$2,508 from Fire Union Contract allocation

(3) includes \$400 from Fire Union Contract allocation

(4) includes \$422 from Fire Union Contract allocation

<u>EMERGENCY MANAGEMENT</u>	(ARTICLE 19)		
Emergency Operations Center Exp	\$ 1,300.00	\$ 246.84	\$ 3,540.00
Field Expenses	1,220.00	1,197.06	1,955.00
Shelter Expenses	70.00	126.01	565.00
Administrative Expenses	460.00	867.76	3,095.00

TOTALS	3,050.00	2,437.67	9,155.00
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BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998		Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>PLANNING AND DEVELOPMENT (ARTICLE 19)</u>				
Regular Salaries	\$ 148,876.12	(1) \$	149,323.67	\$ 155,030.00
Regional Planning	7,677.00		7,677.00	8,367.00
Master Plan Expenses	3,000.00		399.61	5,000.00
Contracted Services	20,000.00		20,000.00	12,025.00
Office Supplies	2,500.00		2,391.91	2,500.00
Property Maintenance	1,000.00		499.98	4,000.00
Training	1,500.00		1,804.00	2,000.00
Legal Ads	3,000.00		1,675.35	2,500.00
Registry of Deeds	100.00		0.00	100.00
Vehicle Equipment	450.00		350.00	0.00
Office Equipment	9,525.00		9,216.90	12,415.00
Vehicle Fuel	1,500.00		893.47	1,000.00
Vehicle Maintenance	1,000.00		2,054.80	1,700.00
Miscellaneous	300.00		860.69	300.00
Telephone	2,600.00		2,635.32	3,260.00
Electricity	1,430.00		1,632.25	1,700.00
Heat	600.00		486.54	600.00
TOTALS	205,058.12		201,901.49	212,497.00

(1) includes \$1841.12 from Municipal Union contract allocation

HIGHWAYS, STREETS & BRIDGES (ARTICLE 19)

SUMMER

General Maintenance	\$ 78,000.00	\$	374,293.99	\$ 78,000.00
Shim, Overlay & Reconstruct	162,000.00		0.00	212,000.00
Cold Patch, Sand and Gravel	10,000.00		0.00	10,000.00
Culverts and Basins	12,000.00		0.00	12,000.00
Signs	3,000.00		0.00	3,000.00

WINTER

General Maintenance	\$ 190,000.00	\$	91,929.09	\$ 190,000.00
Sub-Contracts	0.00		0.00	0.00
Plow Repairs	0.00		0.00	0.00
Salt and Sand	0.00		0.00	0.00
Town Shed	0.00		0.00	0.00

TOTALS	455,000.00		466,223.08	505,000.00
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BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>STREET LIGHTS</u>	(ARTICLE 19)		
Granite State Electric	\$ 2,550.00	\$ 2,363.09	\$ 2,550.00
Public Service Company	9,300.00	8,781.68	9,300.00
Installations	500.00	0.00	500.00
TOTALS	12,350.00	11,144.77	12,350.00
<u>SOLID WASTE DISPOSAL</u>	(ARTICLE 19)		
Regular Salaries	\$ 165,179.74 (1)	\$ 165,026.32	\$ 167,670.00
Part-time Salaries	8,360.00	6,596.16	9,145.00
Overtime	2,000.00	2,017.00	2,130.00
Holiday	3,605.00	3,610.47	3,765.00
Employee Health	750.00	532.00	750.00
Contracted Services	5,750.00	3,031.15	4,000.00
Site Monitoring	7,000.00	6,771.30	6,650.00
Tire Removal	4,100.00	1,372.40	2,500.00
Scrap Metal	1,500.00	838.08	5,820.00
Waste Removal	135,000.00	143,956.23	155,685.00
Demolition Removal	54,400.00	54,119.27	52,000.00
Compost Removal	4,300.00	853.90	3,000.00
Oil	300.00	0.00	300.00
Expendable Supplies	3,400.00	4,343.54	4,000.00
Property Maintenance	6,400.00	2,170.58	6,800.00
Training	100.00	0.00	100.00
Clothing Allowance	1,600.00	1,500.00	1,600.00
Mileage	350.00	446.70	350.00
Vehicle Equipment	0.00	0.00	2,000.00
Equipment	3,100.00	3,720.00	13,000.00
Vehicle Fuel	5,600.00	4,669.90	5,300.00
Vehicle Maintenance	43,376.00 (2)	49,009.21	22,000.00
Equipment Maintenance	4,000.00	4,564.21	7,800.00
Dues and Meetings	5,880.00	5,496.80	4,925.00
Site Improvements	8,000.00	3,557.54	4,500.00
Miscellaneous Expenses	250.00	0.00	250.00
Telephone	750.00	1,078.57	1,000.00
Electricity	6,300.00	6,071.12	6,300.00
TOTALS	481,350.74	475,352.45	493,340.00

(1) includes \$3969.74 from Municipal Union contract allocation

(2) includes \$10,736 carryover from 1997

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>HEALTH AND HUMAN SERVICES (ARTICLE 19)</u>			
Visting Nurse/Hospice	\$ 20,639.00	\$ 20,639.00	\$ 20,639.00
Center for Life Management	11,406.00	11,406.00	11,406.00
Community Caregivers	1,500.00	1,500.00	1,500.00
AIDS Response/Seacoast	500.00	500.00	515.00
A Safe Place	200.00	200.00	400.00
Rape & Assault Services	900.00	900.00	900.00
Big Brothers/Sisters of Gr. Nashua	0.00	0.00	500.00
Meals on Wheels	1,790.00	1,790.00	2,130.00
Water Testing	1,000.00	147.00	1,000.00
Dues and Meetings	100.00	15.00	100.00
TOTALS	38,035.00	37,097.00	39,090.00
<u>ANIMAL CONTROL (ARTICLE 19)</u>			
Regular Salaries	\$ 12,210.00	\$ 12,768.24	\$ 13,390.00
Kennel Fees	400.00	0.00	400.00
Office Supplies	300.00	0.00	300.00
Mileage	2,600.00	2,293.69	2,600.00
Miscellaneous Expense	150.00	354.19	150.00
TOTALS	15,660.00	15,416.12	16,840.00
<u>GENERAL ASSISTANCE (ARTICLE 19)</u>			
Community Action Program	\$ 5,675.00	\$ 5,675.00	\$ 5,675.00
Welfare Assistance	37,500.00	32,750.75	37,500.00
Hardship Abatements	10,000.00	3,799.77	10,000.00
Miscellaneous Expenses	300.00	187.83	300.00
TOTALS	53,475.00	42,413.35	53,475.00
<u>LIBRARY (ARTICLE 19)</u>			
Regular Salaries	\$ 212,590.00	\$ 181,386.10	\$ 240,710.00
Office Supplies	3,800.00	5,702.63	4,500.00
Computer Supplies	1,500.00	1,339.21	3,000.00
Property Maintenance	10,350.00	11,254.65	9,500.00
Mileage	400.00	347.74	400.00
Office Equipment	5,000.00	5,197.88	2,500.00
Equipment Maintenance	1,800.00	1,909.97	1,800.00
Books and Magazines	43,700.00	43,819.00	46,300.00
Other Library Materials	12,000.00	12,536.82	13,500.00

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
Library Computer Services	13,000.00	13,258.44	13,000.00
Programs and Films	3,500.00	1,913.43	2,500.00
Petty Cash	1,960.00	1,662.56	2,200.00
Dues and Meetings	3,500.00	957.55	3,500.00
Telephone	4,500.00	4,663.42	5,500.00
Electricity	19,000.00	15,313.93	16,500.00
Heat	6,500.00	5,721.32	6,500.00
TOTALS	343,100.00	306,984.65	371,910.00
<u>RECREATION</u>	(ARTICLE 19)		
Regular Salaries	\$ 35,850.00	\$ 31,429.39	\$ 36,785.00
Chemical Toilets	8,575.00	8,117.17	10,380.00
Office Supplies	855.00	633.64	1,320.00
Rec. Sportsfields	12,635.00	13,049.04	13,090.00
Recreational Activities	17,395.00	10,527.30	17,085.00
Patriotic Purposes	300.00	116.50	300.00
Senior Rec. Activities	4,400.00	3,925.17	6,450.00
Equipment Maintenance	5,700.00	5,732.75	6,400.00
Petty Cash	400.00	0.00	200.00
Committee Expenses	200.00	15.00	200.00
Employee Health	2,000.00	0.00	1,500.00
Telephone	500.00	575.13	500.00
Electricity	685.00	615.30	815.00
TOTALS	89,495.00	74,736.39	95,025.00
<u>CONSERVATION COMMISSION</u>	(ARTICLE 20)		
Regular Salaries	\$ 2,600.00	\$ 2,600.00	\$ 2,700.00
Dues and Meetings	560.00	560.00	560.00
Construction/Maintenance Expenses	1,000.00	1,000.00	1,000.00
Miscellaneous Expenses	500.00	500.00	500.00
TOTALS	4,660.00	4,660.00	4,760.00
<u>SENIOR CENTER</u>	(ARTICLE 19)		
Senior Volunteer Program	\$ 500.00	\$ 500.00	\$ 500.00
Property Maintenance	500.00	871.84	500.00
Electricity	2,600.00	2,282.59	2,600.00
TOTALS	3,600.00	3,654.43	3,600.00

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>CABLE TELEVISION</u>	(ARTICLE 19)		
Regular Salaries	\$ 24,200.00	\$ 16,478.36	\$ 28,075.00
Contracted Support	2,000.00	0.00	3,500.00
Office Supplies	500.00	231.13	750.00
Property Maintenance	3,000.00	1,822.23	2,000.00
Equipment	7,500.00	7,820.32	10,000.00
Dues and Meetings	1,150.00	774.55	1,800.00
Miscellaneous Expenses	1,200.00	802.48	1,200.00
Telephone	600.00	830.47	1,200.00
TOTALS	40,150.00	28,759.54	48,525.00
<u>DEBT SERVICE</u>	(ARTICLE 30 + 19)		
Long Term Notes P & I	\$ 605,642.96	\$ 605,589.05	\$ 580,727.11
TANS - Interest	1,000.00	0.00	0.00
TOTALS	606,642.96	605,589.05	580,727.11
<u>CAPITAL OUTLAY</u>	(ARTICLES 24, 23, 26, 27, 6, 5)		
Road Improvements	50,000.00	0.00	100,000.00
Police Technology Grant	49,000.00	675.22	0.00
Griffin Park Engineering	9,980.00 (1)	1,545.00	0.00
Library Building	29,851.00 (2)	26,354.65	0.00
Police Station Building	67,425.00 (3)	65,247.63	0.00
Access Road/Infrastructure	5,868.00 (4)	5,868.00	0.00
Town Van	30,000.00	30,000.00	0.00
Renovation of Armstrong Building	35,693.00 (5)	32,813.07	0.00
Langdon Road/ Range Road	0.00	0.00	65,000.00
Transfer Loader	0.00	0.00	80,000.00
Transfer Trailer	0.00	0.00	48,515.00
Griffin Park Development	0.00	0.00	708,000.00
Fire Station Building	0.00	0.00	1,913,000.00
TOTALS	277,817.00	162,503.57	2,914,515.00

(1) reflects carryover from 1997

(2) includes carryover of \$20,271 from 1997
and \$9,580 from 1998 funded from CRF.

(3) reflects carryover from 1997

(4) reflects carryover from 1997

(5) includes \$10,860 carryover from 1997

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
<u>OPERATING TRANSFERS OUT</u> (ARTICLE 15)			
Fire Station Renovation Resrve Fnd \$	25,000.00	\$ 25,000.00	\$ 6,384.00
	<hr/> 25,000.00	<hr/> 25,000.00	<hr/> 6,384.00
<u>RETIREMENT</u> (ARTICLE 19)			
Police \$	28,375.00	\$ 28,535.64	\$ 37,630.00
Fire	37,600.00	36,211.24	37,715.00
Group 1	34,175.00	32,674.96	38,260.00
Group 1 Supplemental	45,985.00	43,108.45	50,065.00
MONY Service Charge	5,000.00	0.00	5,000.00
Social Security	26,150.00	24,890.61	22,075.00
	<hr/> 177,285.00	<hr/> 165,420.90	<hr/> 190,745.00
TOTALS	177,285.00	165,420.90	190,745.00
<u>INSURANCE</u> (ARTICLE 19)			
Workers Compensation \$	47,420.00	\$ 44,882.02	\$ 42,820.00
Accident - Callmen	650.00	630.00	650.00
Health Insurance	1,800.00	1,875.00	2,700.00
Life and Disability	35,825.00	32,975.32	38,710.00
Dental	33,350.00	31,979.71	40,575.00
Unemployment Comp.	1,500.00	1,425.08	1,500.00
Medicare	23,900.00	23,738.61	27,775.00
Miscellaneous	2,000.00	0.00	2,000.00
N.H. Liability Trust	71,000.00	69,991.00	77,000.00
	<hr/> 217,445.00	<hr/> 207,496.74	<hr/> 233,730.00
TOTALS	217,445.00	207,496.74	233,730.00
<u>OTHERS</u> (ARTICLE 19)			
Contracted Police Services \$	30,000.00	\$ 49,325.34	\$ 40,000.00
	<hr/> 30,000.00	<hr/> 49,325.34	<hr/> 40,000.00
TOTALS	30,000.00	49,325.34	40,000.00
<u>TRUST ACCOUNTS</u> (ARTICLES 12,13,14)			
Health Trust \$	275,000.00	\$ 275,000.00	\$ 275,000.00
Property Trust	35,000.00	35,000.00	35,000.00
Earn time Trust	30,000.00	30,000.00	30,000.00
	<hr/> 340,000.00	<hr/> 340,000.00	<hr/> 340,000.00
TOTALS	340,000.00	340,000.00	340,000.00

BUDGET ANALYSIS

BUDGET ITEM	Appropriations Fiscal Year 1998	Actual Expenditures 1998	Appropriations Ensuing for Fiscal Year 1999
GRAND TOTAL	\$ 5,979,396.96	\$ 5,737,686.51	\$ 8,909,588.11
	5,846,422.96 (b)		(a) 9,710,203.11
	5,800,092.96 (c) *		(e) 7,097,203.11
	5,979,396.96 (d)		(f) 7,221,025.11
			(g) 6,397,203.11

(a) total proposed appropriations including special articles below:

Griffin Park Petition *	\$ 700,000.00	Article 9
Municipal Union Contract	\$ 7,915.00	Article 16
Police Factfinding	\$ 70,700.00	Article 17
Thermal Image Camera	\$ 22,000.00	Article 22

**(Only voted on if bond article fails)*

(b) 1998 appropriation less carryovers of \$132,974 from 1997

(c) 1998 appropriation less carryovers of \$132,974, \$9,580 for the Library Building (funding from CRF) and \$36,750 from Federal Grant. This figure is used to determine the actual dollar increase (decrease) from 1998 to 1999.

(d) 1998 appropriations including bonds, CRFd, and carryovers to show total available for 1998

(e) 1999 proposed appropriations less any CRF withdrawals (\$25,600), use of fund balance (\$287,400), use of other funds (\$0) and bonds (\$700,000 and \$1,600,000). This figure is used for 1999 to compare with 1998 to determine the increase or decrease in actual appropriations.

(f) 1999 proposed appropriations, less any funds reduced as noted above, plus any carryovers from 1998 to show total monies to be available. (\$123,822 carried over from 1998)

(g) if the Griffin Park bond article is approved, the petition for Griffin Park (\$700,000) will be passed over and the final proposed budget for 1999 would be \$6,397,203.11

SCHOOL DISTRICT
WARRANTS
AND
BUDGET
1999

SCHOOL WARRANT

THE STATE OF NEW HAMPSHIRE

To the inhabitants of the School District in the Town of Windham, New Hampshire, qualified to vote in District affairs: You are hereby notified of the following annual School District meeting schedule.

First Session of Annual Meeting (Deliberative)

You are hereby notified to meet at the Golden Brook School in said District on the 5th day of February, 1999 at 7:30 p.m. This session shall consist of explanation, discussion, and debate of warrant articles numbered 2 through 16. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended and (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended.

Second Session of Annual Meeting (Official Ballot Voting)

You are hereby notified to meet again at the Windham Center School in Windham, on Tuesday, March 9, 1999 between the hours of 7:00 a.m. and 8:00 p.m. to vote by official ballot on warrant articles numbered 1 to 15.

Article 1 - Election of Officers (voting by official ballot March 9, 1999). To choose the following School District Officers:

1. To choose a Moderator for the ensuing year.
2. To choose a Clerk for the ensuing year.
3. To choose two members of the School Board for the ensuing three years.
4. To choose a Treasurer for the ensuing year.

**WINDHAM SCHOOL DISTRICT
WARRANT ARTICLES - 1999-2000**

ARTICLE 2. To see if the Windham School District will vote to raise and appropriate Five Million Nine Hundred Ninety-Two Thousand Dollars (\$5,992,000) for the construction, furnishing and renovations to the Windham Center School and the Windham Middle School and to authorize the issuance of not more than Five Million Nine Hundred Ninety-Two Thousand Dollars (\$5,992,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA Chapter 33); and to authorize the School Board to issue and negotiate such bonds or notes and to determine the rate of interest thereon; and to authorize the School Board to expend any income derived from the temporary investment of bond proceeds on the project; and further to raise and appropriate the additional sum of Two Hundred and Two Thousand Dollars (\$202,000) for the first interest payment; and to take any other action in relation thereto. (2/3 ballot vote required)

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 3. To see if the Windham School District will vote to approve the new cost items included in the Collective Bargaining Agreement between the Windham School District and the Windham Education Association for the years 1999-2000, 2000-2001 and 2001-2002 which calls for the following increases in salaries and benefits:

<u>Year</u>	<u>New Costs</u>
1999-2000	\$157,316
2000-2001	\$160,286
2001-2002	\$164,869

And further to raise and appropriate the sum of One Hundred Fifty-Seven Thousand Three Hundred Sixteen Dollars (\$157,316) for the 1999-2000 school year.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 4. If Article 2 is defeated, shall the Windham School District vote to establish a capital reserve fund under the provisions of RSA 35:1 to be known as the School District Capital Improvement/Capital Reserve Fund for the purpose of constructing, improving and equipping future school buildings or improvements and to raise and appropriate the sum of Fifty-Nine Thousand Five Hundred Forty-Three (\$59,543) to be placed in this fund. This article will be of no effect if Article 2, the school building construction article, is adopted.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 5. To see if the Windham School District will vote to raise and appropriate Forty-Five Thousand Seventy-Seven Dollars (\$45,077). Said sum of money being the amount necessary to fund a 3% salary increase and related costs, such as retirement and FICA for three (3) principals and seventy-six (76) support staff for the 1999-2000 school year.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 6. To see if the Windham School District will vote to raise and appropriate Fifty-Five Thousand Dollars (\$55,000). Said sum of money being the amount necessary to fund salary and benefits for an Assistant Principal at the Windham Middle School.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 7. To see if the Windham School District will vote to raise and appropriate Thirty-Five Thousand Dollars (\$35,000). Said sum of money being the amount necessary to fund the salary and benefits of an additional eighth grade teacher at the Windham Middle School.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 8. To see if the Windham School District will vote to raise and appropriate Forty-Eight Thousand Seven Hundred Dollars (\$48,700). Said sum of money being the amount necessary to fund the next phase of the long-range technology plan by purchasing computers and installing fiber optic cables to the three Windham Schools.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 9. To see if the Windham School District will vote to raise and appropriate Twenty-Five Thousand and Eighty Dollars (\$25,080). Said sum of money being the amount necessary to fund the salary of a technology maintenance person for the Windham School District.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 10. To see if the Windham School District will vote to raise and appropriate Eighty Thousand Dollars (\$80,000). Said sum of money being the amount necessary to begin phase one of a four phase project to replace the roof at the Golden Brook School. This will be a non-lapsing appropriation per RSA 32:7 and will not lapse until the roof at the Golden Brook School is replaced or by June 30, 2003.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 11. To see if the Windham School District will vote to raise and appropriate One Hundred Thousand Dollars (\$100,000) for the establishment of a contingency fund to meet the costs of unanticipated expenses that may arise during the year as provided for in RSA 198:4-b. A detailed report of expenditures from this fund, if any, shall be made by the school board at the next annual meeting.

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 12. To see if the Windham School District will vote to raise and appropriate the sum of Nine Thousand Dollars (\$9,000). Said sum of money for a late bus to transport Windham students from Salem High School. This bus would run concurrently with the Salem School Calendar.

Submitted by petition

RECOMMENDED BY THE WINDHAM SCHOOL BOARD

ARTICLE 13. In accordance with RSA 197:3 (Authorization for Special Meeting on cost items) "Shall the Windham School District, if Article 3 is defeated, authorize the governing body to call one special meeting at its option, to address Article 3 cost items only."

ARTICLE 14. To see if the voters of the Windham School District support the construction as outlined in Article 2. And further, to encourage the Windham School Board to continue to examine the needs of the school district and community in the future.

Submitted by Petition (As Amended)

ARTICLE 15. Shall the Windham School District vote to raise and appropriate as an operating budget, not including appropriations by special warrant articles, the amounts set forth on the budget posted with the warrant, for the purposes set forth therein, totaling Thirteen Million Four Hundred Seventy-Four Thousand One Hundred Thirty-Three Dollars (\$13,474,133). Should this article be defeated, the operating budget shall be Thirteen Million Two Hundred Seventy-Four Thousand Six Hundred Forty-Two Dollars (\$13,274,642), which is the same as last year's, with certain adjustments required by previous action of the school district, or by law, or the governing body may hold one special meeting in accordance with RSA 40:13 X and XVI to take up the issue of a revised operating budget only. *

(*NOTE: Warrant Article 15 (Operating Budget) does not include appropriations proposed under any other warrant articles.)

WINDHAM SCHOOL DISTRICT PROPOSED BUDGET

For Fiscal Year 1999-00

ACCT DESCRIPTION	97-98 BUDGET	97-98 EXPEND	98-99 BUDGET	99-00 BOARD	DIFF.
Salaries - Teachers	1,230,052.00	1,242,960.65	1,328,976.00	1,357,686.00	28,710.00
Salaries - Aides	70,343.00	83,621.75	88,933.00	103,033.00	14,100.00
Salaries - Substitutes	15,000.00	26,041.24	15,000.00	20,000.00	5,000.00
Handwriting Material	2,500.00	2,499.88	2,600.00	2,700.00	100.00
Gesell Testing	4,750.00	4,937.50	4,750.00	4,950.00	200.00
Repairs to Inst. Eq.	1,550.00	1,830.66	1,600.00	1,800.00	200.00
Travel Expenses	480.00	356.11	480.00	480.00	0.00
Prof. Meetings	1,200.00	598.84	1,500.00	1,500.00	0.00
Supplies	47,610.00	52,000.30	47,610.00	56,740.00	9,130.00
Supplies - Art/Science	2,272.00	2,431.29	3,487.00	2,480.00	-1,007.00 cr
Supplies - Phys. Ed.	1,136.00	1,021.57	1,140.00	1,240.00	100.00
Supplies - Music	1,136.00	1,125.37	1,140.00	1,240.00	100.00
Books	16,853.00	17,031.36	26,666.00	32,694.00	6,028.00
Additional Equipment	2,760.00	4,873.41	3,360.00	2,560.00	-800.00 cr
Replace Inst. Equip.	2,670.00	4,025.09	2,070.00	4,990.00	2,920.00
Salaries - Teachers	170,054.00	175,545.26	180,647.00	186,008.00	5,361.00
Supplies	3,200.00	3,354.12	3,200.00	3,200.00	0.00
Textbooks	1,600.00	1,699.00	1,600.00	1,600.00	0.00
Salaries Co-Curricular	1,850.00	500.00	832.00	832.00	0.00
O. M.	0.00	0.00	0.00	1,200.00	1,200.00
Salaries - Guidance	42,543.00	42,772.96	45,452.00	45,452.00	0.00
Supplies	2,000.00	1,647.71	2,000.00	6,422.00	4,422.00
Salaries - Nurse	30,760.00	22,111.00	32,625.00	27,665.00	-4,960.00 cr
Supplies	909.00	899.88	998.00	1,099.00	101.00
Salaries - Speech	68,084.00	77,302.74	77,339.00	90,432.00	13,093.00
Assemblies	500.00	0.00	500.00	500.00	0.00
Course Credit	6,600.00	17,160.25	6,600.00	6,600.00	0.00
T. G. I. F. - Teacher Initiative	19,000.00	5,400.00	19,000.00	19,000.00	0.00
Teacher Workshops	3,250.00	2,936.08	3,200.00	3,200.00	0.00
Periodicals	300.00	580.42	350.00	350.00	0.00
Salary - Library Aide	14,595.00	14,595.00	17,522.00	15,022.00	-2,500.00 cr
Audiovisual	250.00	259.31	250.00	250.00	0.00
Supplies	1,550.00	2,300.80	2,490.00	2,490.00	0.00
Books	2,096.00	2,144.34	2,336.00	2,336.00	0.00
Supplies - Maps, Globes	1,300.00	1,489.28	1,180.00	1,180.00	0.00
Salary - Principal	65,958.00	65,958.00	67,937.00	94,788.00	26,851.00
Salary - Head Teacher	2,800.00	2,800.00	2,800.00	2,800.00	0.00
Salaries - Secretaries	40,673.00	38,210.00	42,977.00	42,977.00	0.00
Postage	1,000.00	1,016.67	1,000.00	1,000.00	0.00
Supplies	2,000.00	2,803.44	2,000.00	2,000.00	0.00
Prof. Membership	995.00	402.00	995.00	995.00	0.00
Salaries - Dept. Heads	12,382.00	12,470.50	10,796.00	10,796.00	0.00
Supplies - Report Cards	600.00	1,028.25	650.00	650.00	0.00
Salaries - Custodians	85,194.00	86,387.21	87,750.00	87,750.00	0.00
Rubbish Removal	4,000.00	4,865.07	4,400.00	4,400.00	0.00

WINDHAM SCHOOL DISTRICT PROPOSED BUDGET

For Fiscal Year 1999-00

ACCT DESCRIPTION	97-98 BUDGET	97-98 EXPEND	98-99 BUDGET	99-00 BOARD	DIFF.
Snow Removal	3,500.00	2,113.33	3,500.00	3,500.00	0.00
Septic Tank	2,000.00	1,595.00	2,000.00	2,000.00	0.00
Repairs & Maintenance	7,000.00	9,192.94	7,000.00	7,000.00	0.00
Telephone	9,259.00	9,046.67	9,220.00	9,220.00	0.00
Supplies	10,000.00	13,700.52	10,300.00	12,000.00	1,700.00
Electricity	43,385.00	41,240.24	50,787.00	51,296.00	509.00
Heat	37,005.00	40,985.34	37,380.00	31,450.00	-5,930.00 cr
Replacement of Equipment	0.00	0.00	30,000.00	0.00	-30,000.00 cr
Building Maintenance	7,300.00	8,195.11	14,800.00	18,300.00	3,500.00
Sites	2,500.00	3,385.01	2,500.00	3,400.00	900.00
Repairs Non-Inst. Equip.	2,500.00	4,160.33	2,500.00	2,300.00	-200.00 cr
Contracted Maintenance	7,900.00	11,149.96	7,600.00	8,600.00	1,000.00
Contracted Painting	1,600.00	1,400.00	1,600.00	1,600.00	0.00
Replace Non-Inst. Equip.	4,400.00	8,989.00	2,400.00	2,400.00	0.00
Totals - Golden Brook School:	2,124,704.00	2,189,147.76	2,330,325.00	2,410,153.00	79,828.00
Salaries - Teachers	633,894.00	622,751.70	750,509.00	801,509.00	51,000.00
Salaries - Aides	42,552.00	40,878.36	43,199.00	46,799.00	3,600.00
Salaries - Substitutes	10,000.00	16,599.16	10,000.00	15,000.00	5,000.00 cr
Repairs to Inst. Equip.	700.00	734.50	700.00	700.00	0.00
Repairs to Musical Inst.	400.00	150.00	600.00	750.00	150.00
Travel Expenses	1,000.00	676.90	1,000.00	1,000.00	0.00
Prof. Meetings	400.00	919.00	500.00	1,000.00	500.00
Supplies	16,838.00	21,009.45	21,288.00	24,621.00	3,333.00
Supplies - Art	1,000.00	938.38	2,406.00	1,540.00	-866.00 cr
Supplies - Phys. Ed.	1,000.00	1,288.40	1,250.00	1,400.00	150.00
Supplies - Music	1,520.00	1,515.91	1,976.00	2,130.00	154.00
Books	7,710.00	7,196.18	11,059.00	23,752.00	12,693.00
Additional Equipment	2,650.00	3,259.75	1,800.00	3,600.00	1,800.00
Replace Inst. Equip.	3,405.00	3,498.31	3,050.00	4,285.00	1,235.00
Salaries - Teachers	81,564.00	81,564.00	83,931.00	83,931.00	0.00
Supplies	1,638.00	1,655.45	2,298.00	2,498.00	200.00
Textbooks	321.00	301.81	630.00	865.00	235.00
Pre-School	600.00	498.32	1,200.00	0.00	-1,200.00 cr
Salaries - Co-Curricular	4,347.00	4,820.50	4,893.00	4,893.00	0.00
O.M.	0.00	0.00	0.00	1,200.00	1,200.00
Salary - Guidance	16,812.00	12,981.32	28,907.00	28,907.00	0.00
Supplies	560.00	4,228.65	977.00	5,833.00	4,856.00
Reading	350.00	286.84	652.00	218.00	-434.00 cr
Salary - Nurse	25,372.00	25,372.00	26,516.00	26,516.00	0.00
Supplies	1,000.00	953.56	1,000.00	1,000.00	0.00
Assemblies	600.00	250.00	900.00	1,050.00	150.00
Course Credit	5,600.00	8,103.88	5,600.00	5,600.00	0.00

WINDHAM SCHOOL DISTRICT PROPOSED BUDGET

For Fiscal Year 1999-00

ACCT DESCRIPTION	97-98 BUDGET	97-98 EXPEND	98-99 BUDGET	99-00 BOARD	DIFF.
T.G.I.F. - Committee Service	18,000.00	29,653.84	18,000.00	18,000.00	0.00
Teacher Workshops	1,000.00	1,606.73	1,200.00	1,500.00	300.00
Periodicals	1,200.00	1,151.66	2,513.00	2,430.00	-83.00 cr
Salary - Library Aide	14,038.00	14,336.10	14,452.00	14,452.00	0.00
Audiovisual	200.00	191.07	200.00	200.00	0.00
Supplies	2,788.00	3,048.06	2,500.00	2,455.00	-45.00 cr
Books	3,600.00	4,104.00	4,200.00	4,800.00	600.00
Audiovisual	1,000.00	993.09	1,474.00	1,560.00	86.00
Supplies - Maps, Globes	1,318.00	1,245.98	1,602.00	1,602.00	0.00
Salary - Principal	54,142.00	44,493.46	55,766.00	55,766.00	0.00
Salary - Head Teacher	2,800.00	2,800.00	2,800.00	2,800.00	0.00
Salaries - Secretaries	23,865.00	24,188.40	24,564.00	26,064.00	1,500.00
Postage	1,300.00	1,769.02	1,400.00	1,800.00	400.00
Supplies	1,000.00	1,164.83	1,200.00	1,300.00	100.00
Prof. Membership	1,235.00	1,158.12	1,385.00	1,385.00	0.00
Salaries - Dept. Heads	5,200.00	5,200.00	8,556.00	8,556.00	0.00
Supplies - Report Cards	800.00	697.78	900.00	900.00	0.00
Salaries - Custodians	58,948.00	59,113.23	63,806.00	63,806.00	0.00
Rubbish Removal	3,400.00	3,990.08	3,500.00	3,700.00	200.00
Snow Removal	3,000.00	1,415.83	3,000.00	3,000.00	0.00
Septic Tank	1,400.00	1,020.00	1,400.00	1,400.00	0.00
Repairs & Maintenance	5,000.00	6,458.73	5,000.00	5,000.00	0.00
Building Maintenance	50,000.00	49,563.60	35,000.00	0.00	-35,000.00 cr
Telephone	9,459.00	7,630.52	9,220.00	8,720.00	-500.00
Supplies	8,000.00	8,244.33	8,000.00	8,000.00	0.00
Electricity	20,599.00	15,142.43	20,567.00	20,247.00	-320.00 cr
Heat	23,365.00	20,161.87	20,965.00	21,680.00	715.00
Building Maintenance	14,890.00	16,375.73	19,600.00	3,000.00	-16,600.00 cr
Sites	1,000.00	1,940.01	1,000.00	2,500.00	1,500.00
Repairs Non-Inst. Equip.	1,500.00	2,832.46	2,000.00	2,500.00	500.00
Contracted Maintenance	9,800.00	13,019.11	9,400.00	9,400.00	0.00
Replace Non-Inst. Equip.	0.00	0.00	0.00	3,700.00	3,700.00
Totals - Windham Center School:	1,205,680.00	1,207,142.40	1,352,011.00	1,392,820.00	40,809.00
Salaries - Teachers	978,827.00	1,000,730.23	1,035,650.00	1,052,732.00	17,082.00
Salaries - Aides	48,926.00	38,715.23	38,194.00	54,201.00	16,007.00
Salaries - Substitutes	12,000.00	21,377.39	12,000.00	20,000.00	8,000.00
Repairs to Inst. Equip.	1,650.00	2,283.16	2,100.00	2,100.00	0.00
Travel Expenses	2,100.00	2,794.18	2,250.00	2,250.00	0.00
Prof. Meetings	620.00	850.00	645.00	705.00	60.00
Supplies	28,751.00	29,306.19	28,751.00	46,966.00	18,215.00
Supplies - Art	1,950.00	2,005.12	3,457.00	2,250.00	-1,207.00 cr
Supplies - Phys. Ed.	2,000.00	2,216.91	2,000.00	2,000.00	0.00

WINDHAM SCHOOL DISTRICT PROPOSED BUDGET

For Fiscal Year 1999-00

ACCT DESCRIPTION	97-98 BUDGET	97-98 EXPEND	98-99 BUDGET	99-00 BOARD	DIFF.
Supplies - Music	1,700.00	1,709.55	1,800.00	2,000.00	200.00
Books	10,193.00	11,869.94	26,497.00	16,939.00	-9,558.00 cr
Additional Equipment	3,947.00	4,361.15	7,770.00	10,270.00	2,500.00
Replace Inst. Equip.	2,105.00	2,618.65	2,675.00	2,915.00	240.00
Salaries - Teachers	95,163.00	96,507.00	101,662.00	103,125.00	1,463.00
Supplies	900.00	1,142.26	950.00	1,000.00	50.00
Textbooks	600.00	564.28	900.00	1,000.00	100.00
Salaries - Co-Curricular	32,283.00	29,950.75	38,717.00	38,717.00	0.00
Officials	3,600.00	3,465.00	4,505.00	4,305.00	-200.00 cr
Supplies	5,800.00	5,919.10	6,900.00	4,500.00	-2,400.00 cr
O.M.	0.00	0.00	0.00	1,200.00	1,200.00
Salaries - Guidance	47,215.00	47,215.00	50,257.00	50,257.00	0.00
Supplies	1,690.00	1,843.73	1,800.00	5,970.00	4,170.00
Salary - Nurse	35,739.00	35,739.00	36,792.00	36,792.00	0.00
Supplies	600.00	824.93	600.00	800.00	200.00
Assemblies	1,000.00	1,000.00	1,440.00	2,340.00	900.00
Course Credit	4,000.00	7,262.13	4,000.00	4,000.00	0.00
T.G.I.F. - Prof. Improvement	18,000.00	23,048.51	18,000.00	18,000.00	0.00
Teacher Workshops	750.00	538.26	1,000.00	1,000.00	0.00
Periodicals	600.00	514.22	650.00	650.00	0.00
Salary - Library Aide	15,035.00	15,383.30	15,475.00	16,975.00	1,500.00
Audiovisual	100.00	96.57	100.00	200.00	100.00
Supplies	4,175.00	5,547.06	6,175.00	6,675.00	500.00
Books	6,750.00	6,803.23	6,750.00	7,000.00	250.00
Periodicals	2,433.00	2,451.09	2,465.00	1,975.00	-490.00 cr
Audiovisual	2,212.00	3,170.55	4,056.00	3,955.00	-101.00 cr
Supplies - Maps, Globes	800.00	836.99	800.00	547.00	-253.00 cr
Salary - Principal	62,453.00	62,453.00	64,327.00	64,327.00	0.00
Salary - Head Teacher	2,800.00	2,800.00	2,800.00	2,800.00	0.00
Salaries - Secretaries	30,064.00	28,936.20	31,079.00	33,579.00	2,500.00
Postage	1,050.00	1,295.14	1,050.00	1,200.00	150.00
Supplies	2,845.00	2,631.91	2,725.00	2,893.00	168.00
Prof. Membership	735.00	850.00	795.00	795.00	0.00
Salaries - Dept. Heads	10,915.00	11,387.50	11,860.00	11,860.00	0.00
Supplies - Report Cards	804.00	536.46	435.00	435.00	0.00
Graduation	2,685.00	2,565.00	2,890.00	2,940.00	50.00
Salaries - Custodians	78,875.00	79,762.59	84,276.00	84,276.00	0.00
Rubbish Removal	3,650.00	4,310.08	4,650.00	4,650.00	0.00
Snow Removal	4,000.00	1,760.84	4,000.00	4,000.00	0.00
Septic Tank	2,000.00	1,785.99	2,000.00	2,000.00	0.00
Repairs & Maintenance	1,000.00	2,140.12	1,500.00	1,500.00	0.00
Repairs & Maintenance	9,500.00	9,500.00	0.00	0.00	0.00
Telephone	8,538.00	9,077.68	8,420.00	8,720.00	300.00
Supplies	10,150.00	12,272.87	10,150.00	10,400.00	250.00
Electricity	33,853.00	37,101.45	41,113.00	41,805.00	692.00

WINDHAM SCHOOL DISTRICT PROPOSED BUDGET

For Fiscal Year 1999-00

ACCT DESCRIPTION	97-98 BUDGET	97-98 EXPEND	98-99 BUDGET	99-00 BOARD	DIFF.
Heat	17,185.00	16,790.04	16,800.00	16,800.00	0.00
Sites	2,000.00	2,669.98	2,000.00	4,000.00	2,000.00
Repairs Non-Inst. Equip.	3,700.00	4,803.28	7,500.00	5,000.00	-2,500.00 cr
Contracted Maintenance	5,700.00	8,570.74	7,100.00	7,300.00	200.00
Contracted Painting	1,750.00	1,748.53	0.00	1,750.00	1,750.00
Sports	6,050.00	6,798.75	0.00	6,050.00	6,050.00
Totals - Windham Middle School:	1,676,516.00	1,723,208.81	1,775,253.00	1,845,391.00	70,138.00
Tutoring	6,500.00	7,482.92	9,600.00	9,600.00	0.00
Tuition to NH LEA's	3,249,800.00	2,970,931.84	3,321,653.00	3,245,835.00	-75,818.00 cr
Equipment	48,950.00	48,995.83	42,105.00	0.00	-42,105.00 cr
Salaries - Teachers	160,375.00	139,709.00	166,459.00	166,459.00	0.00
Salaries - Special Ed.	97,622.00	109,718.00	100,549.00	100,549.00	0.00
Title I	20,000.00	13,415.33	20,000.00	20,000.00	0.00
Salaries - Aides	292,159.00	373,187.80	296,848.00	332,999.00	36,151.00
Tuition to NH LEA's	381,544.00	183,264.29	238,233.00	268,692.00	30,459.00
Tuition	257,482.00	477,968.79	443,618.00	404,939.00	-38,679.00 cr
Special Ed. Equip./Supp.	5,000.00	6,193.11	5,000.00	7,500.00	2,500.00
Special Services	19,731.00	9,192.85	20,098.00	17,252.00	-2,846.00 cr
Salaries - Speech	70,215.00	68,369.12	71,974.00	74,797.00	2,823.00
Salary - Speech Aide	7,872.00	0.00	0.00	0.00	0.00
Instructional Improvement	8,000.00	7,925.23	8,000.00	8,000.00	0.00
Salaries - School Board	3,500.00	3,500.00	3,500.00	3,500.00	0.00
Salary - Treasurer	2,600.00	2,600.00	2,600.00	2,600.00	0.00
Salary - Moderator	200.00	0.00	200.00	200.00	0.00
Salary - Clerk	300.00	300.00	300.00	300.00	0.00
Salary - Secretary	750.00	687.50	750.00	750.00	0.00
Census	0.00	0.00	0.00	700.00	700.00
Auditors	4,100.00	3,153.00	4,100.00	4,000.00	-100.00 cr
Counsel Fees	9,000.00	5,552.57	9,000.00	9,000.00	0.00
Ballot Clerks	700.00	198.75	750.00	350.00	-400.00 cr
Advertising - Ballots	3,000.00	4,921.16	3,800.00	4,850.00	1,050.00
Supplies - District Office	3,000.00	6,463.50	4,900.00	6,000.00	1,100.00
Supplies - Treasurer	700.00	1,108.75	1,000.00	1,000.00	0.00
N.H.S.B.A. Dues	3,880.00	4,619.36	4,177.00	4,177.00	0.00
Contingency District Wide	0.00	0.00	0.00	1.00	1.00
Committee Expenses	3,000.00	848.67	3,000.00	2,000.00	-1,000.00 cr
S.A.U. #28	213,840.00	213,840.00	220,852.00	229,113.00	8,261.00
Salaries - Secretaries	300.00	300.76	500.00	500.00	0.00
Salary - Maintenance	29,870.00	27,129.13	33,079.00	33,079.00	0.00
District Rental/Building	12,500.00	12,500.00	12,500.00	25,000.00	12,500.00
Contracted Maintenance	0.00	0.00	107,000.00	0.00	-107,000.00 cr
Regular Service Buses	457,938.00	454,460.05	507,960.00	561,198.00	53,238.00

WINDHAM SCHOOL DISTRICT PROPOSED BUDGET

For Fiscal Year 1999-00

ACCT DESCRIPTION	97-98 BUDGET	97-98 EXPEND	98-99 BUDGET	99-00 BOARD	DIFF.
Special Pupils Buses	139,810.00	139,495.51	179,530.00	226,684.00	47,154.00
Special Buses	69,840.00	68,296.31	71,280.00	71,280.00	0.00
Custodian	0.00	0.00	0.00	6,000.00	6,000.00
Snow Removal	0.00	0.00	0.00	600.00	600.00
Electricity	0.00	0.00	0.00	2,160.00	2,160.00
Gas	0.00	0.00	0.00	1,000.00	1,000.00
Site	0.00	0.00	0.00	700.00	700.00
Maintenance	0.00	0.00	0.00	4,500.00	4,500.00
Health Insurance	650,209.00	586,677.01	634,085.00	686,084.00	51,999.00
Dental Insurance	70,818.00	63,211.61	76,473.00	86,408.00	9,935.00
Life Insurance	32,139.00	25,472.42	33,253.00	29,850.00	-3,403.00 cr
Worker's Compensation	32,500.00	34,141.75	32,500.00	35,000.00	2,500.00
Retirement - Prin./Support	26,407.00	16,243.51	30,239.00	25,291.00	-4,948.00 cr
Retirement - Teachers	108,860.00	124,855.82	122,071.00	126,575.00	4,504.00
FICA - All Employees	415,620.00	391,323.21	425,869.00	437,223.00	11,354.00
Unemployment Comp.	4,700.00	1,048.00	4,700.00	2,000.00	-2,700.00 cr
Liability Insurance	66,000.00	49,472.25	66,000.00	66,000.00	0.00
Facilities Acquisition	1.00	0.00	1.00	1.00	0.00
Prof-Tech Serv/Article 12	0.00	0.00	20,000.00	1.00	-19,999.00 cr
Principal Debt	251,093.00	245,010.92	262,069.00	273,578.00	11,509.00
Interest Debt	39,003.00	37,469.90	28,452.00	14,892.00	-13,560.00 cr
District Money	1.00	0.00	1.00	1.00	0.00
Technology Trust	1.00	0.00	1.00	1.00	0.00
Expendable Trust - Insurance	1.00	0.00	1.00	0.00	-1.00 cr
Title VI	10,000.00	12,554.21	10,000.00	10,000.00	0.00
PL 94:142	40,000.00	92,416.13	40,000.00	40,000.00	0.00
Title I	35,000.00	189,202.94	35,000.00	35,000.00	0.00
Totals - Administration	7,366,431.00	7,235,428.81	7,735,630.00	7,725,769.00	-9,861.00 cr
Supplies - Food Service	100,000.00	0.00	100,000.00	100,000.00	0.00
Totals - Hot Lunch Program:	100,000.00	0.00	100,000.00	100,000.00	0.00
GRAND TOTALS:	12,473,331.00	12,354,927.78	13,293,219.00	13,474,133.00	180,914.00

SCHOOL DISTRICT BUDGET

1999 - 2000

Acct #	Description	Approved 1998 - 99	Proposed 1999 - 00
3110	Revenue from State Sources		
3210	Foundation Aid	0.00	0.00
3240	School Building Aide	99,871.00	103,323.00
3270	Catastrophic Aid	203,545.00	150,000.00
	Child Nutrition	0.00	0.00
	Revenue from Federal Sources		
4200	Medicaid	30,000.00	30,000.00
4410	ECIA Chapter I & II	45,000.00	45,000.00
4460	Child Nutrition	10,000.00	10,000.00
4470	Handicapped Program (PL94:142)	40,000.00	40,000.00
	Local Revenue other than Taxes		
	Child Nutrition	90,000.00	90,000.00
	Other Technology	0.00	0.00
	Other Local	10,000.00	10,000.00
	Unreserved Fund Balance, 1997 - 98	294,244.00	0.00
	Other Financing Sources	<u>0.00</u>	<u>5,992,000.00</u>
		\$ 822,660.00	\$ 6,470,323.00

ANIMAL CONTROL OFFICER'S REPORT



Although, once again, the number of licensed dogs has increased over last year, Deputy Charles Butterfield and I are happy to note that the number of animals impounded decreased in 1998. This is largely due to the continuing cooperation of our pet owner's in adhering to our State and local regulations. In an effort to continue this downward trend, we would like to remind the residents of the following:

- The Town of Windham adheres to the Dog Control Law, RSA 466:30-a. This statute dictates that any animal found running at large will be impounded by the Animal Control Officer. It also states that owners must be able to see or hear their pet at all times, and must not allow the animal to wander off their premises.
- Per RSA 436:100, dogs, cats, and ferrets three months of age and older must be vaccinated against the rabies virus. The Animal Control Officer has the authority to impound any licensed dog discovered running at large without a current vaccination tag.
- In accordance with RSA 466:1, dogs must be registered with the Town Clerk by three months of age.

As a result of a town-issued public service announcement regarding a confirmed case of feline rabies, we received several calls concerning stray cats. Each call was investigated, and fortunately the infection was found to be confined to just the established case.

In addition to our "standard" stray animal calls, 1998 brought us one of our most interesting cases to date. A ten-foot, eighty pound boa constrictor was found abandoned in Windham. The snake was rescued and, with the assistance of the Derry Pound, eventually adopted by an out-of-town resident.

In closing, we wish to remind the residents they should call the non-emergency number of the Windham Police Department, 434-5577, with any complaints or concerns they may have. The Police Dispatchers will relay your message to us for response.

1998 ANIMAL CONTROL STATISTICS

Number of Dogs Picked Up	86
Number of Cats Picked Up	11
Number of Dog Bites Reported	24
Number of Dogs Hit by Cars	12
Number of Dogs Euthanized	1
Number of Animals Adopted Out	11
Total Warnings Issued	84
Total Calls Logged	827
Total Hours Worked	1,092
Total Miles Traveled	7,295
Total Assessed Penalties	\$ 4,005.00

Respectfully submitted,

ALFRED SEIFERT
Animal Control Officer

WELFARE REPORT



Financial assistance is available from the Town to our residents when emergencies exist in their lives and they are unable to provide for their basic needs. In 1998, the number of clients seeking assistance was the same as 1997, with increased funds spent on food, shelter, mortgages, electricity, and medical. Assistance for fuel, hardship abatements, telephone, and transportation, however, decreased during the same period. This adjustment is primarily due to increases in housing and food costs. That the number of clients remains stable is undoubtedly due to the overall positive status of the economy.

Our program offers temporary assistance by providing vouchers for food, shelter, heat, utilities, and other necessities to residents who are experiencing temporary financial difficulty. We also work with these individuals to secure more permanent help, by referring them to agencies that provide food stamps, TANF, fuel assistance, medical aid, job search services, and job training.

In 1998, the Town assisted 34 households at a total cost of \$36,530.52. For comparison purposes, in 1997 the Town also assisted 34 households, at a total cost of \$39,450.40. The priorities continue to be shelter, food, and utility costs. The Town was reimbursed \$12,659.72 by applicants who have received assistance in the past years.

Holidays are always an extremely difficult and stressful time for those needing assistance. We are very pleased that our residents are so willing to share with their neighbors by providing food and gifts. Without your generosity, the holiday season would have been empty for many. On behalf of the families assisted, we extend their appreciation and heartfelt thanks.

We are hopeful that in the ensuing year our residents will need our help less frequently, but when necessary, we will continue to work to provide temporary assistance in a timely, compassionate, and confidential manner.

The following represents a breakdown of the assistance granted in 1998:

Food Vouchers	\$ 3,660.58
Shelter Vouchers	18,483.21
Mortgage Vouchers	6,328.24
Electricity Vouchers	2,110.07
Fuel Vouchers	1,449.13
Hardship Abatements	3,799.77
Medical Related	656.05
Telephone Bills	53.47
Transportation Needs	10.00

Respectfully submitted,

DAVID SULLIVAN
Town Administrator

KATHLEEN DAVIS
Welfare Administrator

NESMITH LIBRARY DIRECTOR'S REPORT



The Nesmith Library saw another year of change and growth in 1998. By December 16th, 100,000 books had been checked out. In 1997, the total was 87,700. By year's end we will realize a 17% increase in materials borrowed. New technology has been added, leadership has changed, resources and collections have grown, and use has continued to skyrocket.

Early in the year, several computers arrived, and more computers are waiting for installation when migration to a new automated circulation system is achieved in the spring of 1999. Three systems are under consideration. All offer patron access catalogs in the library, and connections to the library holdings from home, over the Internet.

In July, former Director, Marc Lankin, resigned as Library Director. In November, Kathleen Hutchins was hired by the Trustees to carry on the fine legacy Marc had left.

The Reference collection continues to grow, and enjoys substantial usage. A few highlights of 1998's reference purchases are noted here.

The business and investment area is heavily used. *Morningstar* and *ValueLine*, along with various business directories, have been in the collection for years, and were joined this year by other tools such as *Moody's Handbook of Dividend Achievers*, *Weiss Ratings' Guide to Mutual Funds*, *Barron's*, and *Investor's Business Daily*. Many patrons use these resources along with the Internet for their business and investment needs. Another recent addition is *West's Encyclopedia of American Law* which will be valuable to students and the general public.

Several current titles in the arts include *The Encyclopedia of Popular Music* and *The Encyclopedia of Country Music*, and those antique collectors will be happy to see the 1999 *Miller's International Antiques Price Guide* and *Miller's Antiques Encyclopedia*. The *NASA Atlas* offers spectacular views of space and Earth, and *Ships of the World* will interest those who love the sea.

To assist with research, the Library now offers on-line databases for both newspapers (NewsBank) and magazines (Ebsco). These resources, combined with public Internet access, enable our patrons to access a vast amount of information.

Under the leadership of Mary Lee Underhill, a volunteer herself, a volunteer program has been set up wherein high school students and adults assist in the never-ending task of shelving books, as well as help with special projects as the need arises. New volunteers are always welcome.

FLOW (Friends of the Library of Windham) provides additional volunteer hours managing book donations in anticipation of the Annual Book Fair. FLOW also offers several programs at the Library each year.

The meeting room has made possible more programs for both children and adults. Monthly adult book discussion meetings, and six pre-school story times a week are most popular.

Special programs included an exhibit of the "American Girl" dolls, Silk and Strings Puppets, and a visit from the Cat in the Hat to celebrate Dr. Seuss' birthday.

A total of 212 children were enrolled in the 9-week, State-wide summer program "Live Free and Read." The children read, or were read to, 5,597 books! Other summer activities included weekly, drop-in crafts, and a visit by Confetti the Clown.

Other Library sponsored programs included presentations by speaker, Shelby Shand, "Food for Thought," the Audubon Society of NH, "Moose to Mice," and ADD specialist, Dr. Edward Jacobs. More adult programming is scheduled for 1999.

Several school-related displays were set up in the reference area at various times during the year. One was an exhibit of 4th grade New Hampshire projects, which included a replica of the Armstrong Memorial Building, the former site of the Nesmith Library.

Many thanks go to the staff, who are the backbone of Nesmith Library service. Throughout the year, they have worked prodigiously to grow into the new building. They continue to provide the best of service in a rapidly changing physical and technical environment, and are happy to answer questions or help with computer inquiries.

STATISTICS

		% of change
Number of library cards in use	7,561	+ 15
Items circulated	102,985	+ 17
Items borrowed from other libraries	825	+ 23
Items loaned to other libraries	366	+ 50
Books added to the collection	3,043	+ 17
Books discarded from the collection	621	- 48
Number of book titles owned	39,750	+ 9
Number of magazine subscriptions	159	+ 27
Number of on-line subscriptions	2	+100
Newspapers received	15	0
Audio books owned	810	+ 55
Microfiche subscriptions	5	- 28
Videos owned	583	+ 46

INCOME STATEMENT

Fines	\$ 4,386.24
Copies	375.84
Book Account	3,184.23
Donations	720.01
Interest	70.69
General Fund Income	922.24
Town History Account	407.50

TOTAL INCOME	\$10,066.75

Respectfully submitted,

KATHLEEN D. HUTCHINS
Director

LIBRARY TRUSTEES' REPORT



The new Nesmith Library is in its 18th month of increased services to the residents of Windham, with expanded hours, new technology, new resources, and more computers. The book collection has grown, circulation is over 102,000 items, and with many more patrons, the Library is indeed a busy place.

When Windham celebrated the 100th anniversary of the Armstrong Building, it also denoted 100 years of the Nesmith Library and its contribution to the Town.

In early March, Director Marc Lankin became ill, and in July resigned his position. Subsequently, our newly appointed Assistant Director, Diane Mayr, became Acting Director for the interim. The Library's excellent and dedicated staff, Alberta Corvi, Kim Monterio, Lois Freeston and our part-time staff of Carolyn Shea, Elaine Rittenhouse, Mike Miloro, Claire Lawlor, and Elizabeth Strauss all pitched in, ensuring that quality service continued.

As elected Library Trustees, with statutory duties to manage the budget and facilities of the Nesmith Library, our role as Trustees became even more active as we accepted the challenges of growth, change, and internal management of the Library for 8 months, until the hire of our new Director, Kathleen Hutchins. The seven trustees assumed responsibility in assisting the staff in behind-the-scene operations. Treasurer Wendy Denneen, and Assistant Treasurer, Debra Desrosiers, did yeoman service working with Diane Mayr and Kim Monterio to supervise our finances, and ensuring all financial obligations were met. J. Gross, Dr. Douglas McDonald, and Patricia Skinner assisted with the Technology development, ensuring the physical plant management and maintenance of the new building was on line and new building glitches were taken care of. Vice-Chair Lucie Lachance, Secretary Kathryn Ivey, Dr. Douglas McDonald, and Chairperson Patricia Skinner handled personnel and Library policies. The Trustees spent countless hours at the Library during the transition. I thank all for their talents and assistance.

We would like to thank Town Administrator David Sullivan, Kathy Davis, Elaine Keefe, and Treasurer Robert Skinner for all their help. A most sincere thank you to Jacques Borcoche, Alan Winsor, and Trustee J. Gross for the countless hours they devoted to Networking Technology.

Our search for a new Library Director took three months. The Trustees' choice was Kathleen Hutchins who assumed the position November 1st. She brings wide experience in all phases of Library Services and Administration.

A Volunteers' Reception was held in November, when Trustees honored Mary Lee Underhill, Volunteer Coordinator, and the Volunteers who assisted with shelving books, developing a Town Directory, and helping with special projects. We appreciate their efforts.

We thank the Friends of the Library and their Chairman, Susan Hebert, for their volunteer hours, programs, numerous gifts, and for providing passes to the museums, planetariums, and nature centers in New Hampshire and Massachusetts for patrons' use, the Rent-A-Book program, and Friends Daily Book Sale Table. Also, thank you to the Windham Garden Club for planning and planting the lovely flower garden, and for the purchase and installation of the sprinkler system, and a sincere thank you to our friends who contributed books, materials, computers and software programs to the Library or helped in any way. We also appreciate gifts received in memory of Joseph Fedorchuk, which will be used for a special memorial.

Respectfully submitted,

PATRICIA M. SKINNER
Chairperson

CEMETERY TRUSTEES' REPORT



The Cemetery Trustees welcomed new member, Carl Luhrmann in March of 1998. Carl was one of the individuals who conducted the re-surveying of the new Cemetery on the Plain in 1997 and, since his election, he has continued to apply his expertise toward this area. He is truly an asset, and we are pleased to have him working with us.

One of the many items addressed by the Trustees during 1998 included the installation of a second water tank at the Cemetery on the Hill, which brings this project to a close. Also, the re-seeding of the new Cemetery on the Plains in response to a grub problem was completed, and we're confident that the situation has been controlled.

The winter blanket purchased by the Trustees continues to prove itself a valuable purchase for the Town, as well as the additional "mud tracks" which aid in widening the winter walkways during burials.

Cub Scout Pack 266 was of great help to the Trustees during the year, as they aided in the clean-up of the original Cemetery on the Plain on Ministerial Road. They also contributed of their time and effort to replace our veteran's gravesite flags in each cemetery in preparation for Memorial Day. The Trustees wish to thank these young people for their perseverance, and for their assistance in beautifying our cemeteries.

As the Trustees move into 1999, we anticipate completion of several projects including:

- Improvements to the infant burial section;
- Improvements to Garaphelia Park, which adjoins the old Cemetery on the Plain and serves as a memorial to Harriett Garaphelia Hughes;
- Repairs to cemetery fences and gates; and,
- Repairs to the cemetery roadways.

In closing, we would like to again thank the taxpayers of Windham for their support of our efforts to aid of fellow townspeople. It is through this support that we succeed in maintaining our cemeteries as well-tended, peaceful, and comforting resting places for our loved ones.

Respectfully submitted,

GAIL WEBSTER

JILL MOE

CARL LUHRMANN
Cemetery Trustees

MUSEUM TRUSTEES' REPORT



The Board of Selectmen established the Armstrong Building/Windham Museum Board of Trustees on October 2, 1998. The Trustees immediately began to establish objectives for the continued preservation of the historic Armstrong Memorial Building, and the creation of a museum for the safekeeping and public display of artifacts donated to the Town over the last century.

Our efforts included:

- Developing procedures and budgets for completing the renovation of the Armstrong Building, and restoration of the Memorial (Meeting) Room;
- Developing methodologies for acceptance of new donations, storage, and security of artifacts; and
- The establishment of working relationships between the Museum and other groups within the Town having an interest in preserving Windham's heritage.

In order to build a strong foundation for future work, the Trustees, in cooperation with Windham's Historic District Commission, are seeking to establish the century-old Armstrong Building as a National Historic Landmark. Additionally, working with the Windham Historical Society and others, the Trustees are endeavoring to establish a new and enduring financial and volunteer support network for the museum.

The first public viewing of the renovated Armstrong Building was held on January 10, 1999.

Respectfully submitted,

JEAN MANTHORNE
Chairman

RECREATION COMMITTEE REPORT



The Windham Recreation Committee saw another successful year in 1998. We were able to provide the residents of Windham with improved core programs, while continuing to search for programs and activities to reach a broader audience.

Some of the highlights of 1998 are as follows:

- Traditional events, such as the Easter Egg Hunt, Fourth of July Field Day, and the Christmas Tree Lighting Ceremony were well attended and very successful thanks to the efforts of our volunteers, the Boy Scouts, and the Lions Club.
- Town Beach continued to have large crowds throughout the summer during our regularly scheduled hours. We instituted a new "Open Beach" policy, allowing residents access to the beach during non-scheduled hours, which was very well received and taken advantage of by many residents.
- The recreational basketball program once again had over 350 players in grades 3 through 8. Our Travel Teams have had successful seasons, and have won a number of tournaments in New Hampshire and Massachusetts. We also have a number of Windham players, who developed their skills in our program, playing significant roles for Salem, Pinkerton, Central Catholic, and Bishop Guertin High Schools.
- With the help of the Baseball and Soccer Associations, we have continued to improve the condition and usefulness of our fields. An improved and consistently applied maintenance program was implemented, and is assuring us that our fields will be able to handle the continued growth of the Baseball and Soccer programs.
- The seniors once again enjoyed their annual outing and Christmas party, as well as taking a number of trips to local attractions.
- The Griffin Park Committee successfully completed its new mission, as directed by the Board of Selectmen, to include the development of the park in the CIP.
- The Windham Community Band saw a year of tremendous growth. There were many new members and the band gave many performances in the New England area to very appreciative audiences.

The coming year promises to be one full of challenges and opportunities for the Committee. We will be focusing on making Griffin Park a reality by working to obtain the support necessary at Town Meeting and directing the construction of the park. With Town Meeting approval, we will implement a new method of funding that will allow us to expand our programs and activities without adding to the tax burden of Windham residents. We also intend to complete the documentation of all of our policies and procedures, a task that has proven more challenging than anticipated a year ago, but is still high on our list of priorities.

Each member of the Recreation Committee thanks all of you who have volunteered your time and effort to make 1998 a very successful year. We also look forward to your continued support in the coming year to ensure that we continue to provide the residents of Windham with an exciting and diversified recreational program, as well as safe and well-maintained facilities.

Respectfully submitted,

ROBERT URQUHART
Chairperson

CONSERVATION COMMISSION REPORT



OPEN SPACE HIGHLIGHTS

Town Meeting Decisions. In March, the Town supported a warrant article to increase the current use tax to 100% for the benefit of the Conservation Commission. This vote supports the intent of the current use tax, which is to allow money to be earmarked for land acquisition to replace land that is taken out of current use for development purposes. Because of this vote, the Commission has been working toward the goal of increasing land acquisition for conservation purposes this year.

The Town also voted to change the status of a Town-owned, 17-acre parcel of land at the end of Bayberry Road to become conservation land. A sign and dedication ceremony was held in May to commemorate the event.

"Walking in Windham" Guide. The Commission worked throughout the summer to design, assemble, and publish the "Walking in Windham" trail guide. We kicked off the distribution at our Conservation booth at the Apple Festival on September 20th. Free guides went to the Town residents, and many people chose to give the Commission donations. These donations have gone toward a second printing, which was made available by the end of the year. An additional donation of \$500.00 was given to the Commission from the Windham Garden Club for bridge building and trail maintenance for our conservation areas.

Priority Land Acquisition Plan. There have been several opportunities for land preservation acquisitions in 1998. Because of these opportunities, it has become necessary to create a plan for appropriate land investment. In that vein, the Commission has adopted a one page set of criteria that possible land acquisitions must meet before any further consideration is taken.

Trail/Bridge Maintenance. The Gage Lands trails were enhanced this fall with the help of the Webelo Scouts, who put a good dent into the effort of trail marking. John Kenyon, an Eagle Scout, also completed a project to mark trails on the Gage Lands. Members of the Commission worked diligently last summer to clear some large trees from the paths at Foster's Pond. Sadly, the rites of spring (and fall) have been announced with the trashing of the Deer Leap area. Several members spent hours, on different occasions, clearing glass and debris from this beautiful area.

Guided Tours. Three highly successful public conservation walks were given this year. The first one was at the new Bayberry land in May. In the summer, a walk around Foster's Pond was guided for the public. In the fall, the Deer Leap walk was extremely well attended by at least 60 residents and non-residents alike.

Southeast Lands Sub-Committee. All landowners have been contacted via mail with appropriate additional phone calls concerning land planning and usage in this section of Town. Several possible options for land purchase have materialized. There are negotiations in process concerning a parcel of land that will preserve trails and add increased abutting conservation acreage at the end of Bayberry Road.

Big Tree Contest. The "Big Tree Contest" brought out a number of open space enthusiasts with measuring tapes to capture the largest tree in circumference in Windham. The winner, at 16'6" was the giant oak at the end of Armstrong Road. Look for other large trees along Kendall Pond Road, at Foster's Pond, and at Griffin Park.

Dolly Andrew Dedication. The Dolly Andrew Town Forest sign was created and the land dedicated in July to permanently preserve the 16.5 acres of prime wooded land bordering Beaver Brook. The honored guest and generous benefactor, Dolly Andrew, was in attendance for the event.

GENERAL BUSINESS

The Commission met twice every month and reviewed 49 Planning Board plans, 8 dredge and fill permits, and 8 ZBA cases, investigated two dredge and fill violations, and conducted 21 site inspections this year. Windham has continued to grow at an unprecedented pace, and all developable land left in Town needs careful scrutiny because these lands are largely fraught with wetlands, ledge, or steep slopes.

Build Out Study. The Board has commissioned Scott McFaden, a graduate student of Antioch College, to create a 15-year build out scenario for the Town of Windham, using information garnered by various Town experts and Department Heads. Called "Town of Windham Build Out Projection: A Scenario of How the Town May Evolve Over the Next 15 Years", the Commission will make this document available to the public by the beginning of the year. It may also be read via installments through a new Commission column called "Did You Know?" in the Windham Independent.

Current Use Funds. The Current Use Change Tax penalties for 1998 amounted to \$108,000. Even with a 100% current use allocation, it has been difficult to purchase several prime open space properties in Windham in 1998. Negotiations have taken time, and may bear fruit in 1999. Out total conservation acreage is merely 3% (520), which is at the bottom of the list for Town conservation land in this area of Rockingham County. It is crucial at this time to move forward on land acquisition for open space while there is still land left to acquire.

Resignations/Appointments. The Commission regrets the resignation of three key members this year due to other commitments and responsibilities. Russ Wilder, Rene Solomon, and Tim Roache have created vision, education, and leadership to the Commission for many years, which has led to a firm foundation from which we can now continue forward. We are fortunate to have two new and experienced members, Tom Seniow and Betsy Carlson, on the Commission. There are still, however, two openings that need to be filled.

Respectfully submitted,

NANCY SURETTE
Chairperson

CABLE STUDIO REPORT



The year 1998 was a momentous one for WCTV. In March, the renovations to the Armstrong building were completed. The contractors worked diligently to meet the studio specifications, the end result being a good-sized studio, a control room/playback center/tape library area, an equipment storage room, an office, and a reception area. In a well-choreographed effort, volunteers from Town Hall, the WCTV volunteer base, and Windham Cable Advisory Board (WCAB) members moved the equipment out of the trailer and into the new studio space. Once the equipment layout was finalized by the Technical Advisory Committee, an outside firm came in to wire the control and edit rooms. This critical task was completed in April.

The Studio Dedication and Open House was held on May 17. Over one hundred people attended and live interviews, hosted by Mary Griffin, were cablecast throughout the event. As part of the celebration, Tom Case and Barbara Coish received special recognition. Together, they have been the backbone of the studio. Tom, as the WCAB's Technical Coordinator, has maintained the studio and equipment, was instrumental in the design of the new studio, and established video and audio links between the new studio and the Town Hall. He supervises, configures, sets up, and crews for most multi-camera field shoots, and in general keeps the studio in efficient operating condition. The control room, the technical "brain" of the facility, was dedicated as the "Tom Case Control Room" in recognition of the innumerable hours he has given to the studio.

Barbara manages the scheduling and playback of every single program viewers see on the channel. In addition to that, she crews for many programs, stays late (until early morning hours sometimes) for public meeting coverage, produces her own shows, and spends many hours editing those shows and other producers' programs. The editing room was dedicated the "Barbara Coish Editing Room" for her tireless efforts on behalf of the studio.

Another major milestone reached in 1998 was the negotiation and signing of the new contract with Harron Communications, the cable provider. After carefully reviewing Harron's performance within the scope of the authority granted to the Town by FCC regulations, the WCAB appointed a negotiating committee. The committee spent long hours reviewing proposals and counter-proposals, and researching other franchises and Harron's history of renewals. The committee met with Harron on a monthly and bi-monthly basis, and the two sides finally reached an equitable contract proposal which was presented to the entire WCAB and then to the Board of Selectmen. The new contract was signed in August, and will be in effect for ten years with periodic review of the agreement for evaluation of Harron's performance.

The search for a full-time coordinator was the focus of the summer months, and several qualified candidates were considered. In November, the new coordinator, Wally Keniston, was selected. As one of the first items on Wally's agenda, he hosted a successful "Volunteer Night" to introduce himself and get to know the volunteers. Soon after, he held a camera operation workshop, and by the end of 1998, added new volunteers to the roster.

The year's programming continued to be diverse. Government programming included Dave Sullivan's series on the Town budget, Mike Fedele's two-part series on assessments, Selectmen's meetings, School Board meetings, Candidate's Night, Town Meeting, School District Deliberative Session, Planning Board special public hearings, and many other public meetings. The School Board agreed to hold their meetings, whenever possible, in the studio which contributes to better video quality, and is much easier for the crew in terms of set-up and break down.

Mary Griffin's Windham Watch, our longest running series, went into regular production focusing on State House issues. Mary received the first WCTV Programming Recognition Award. Anna Marie's Euro Kitchen continued production as well, and Anna Marie Carreiro, creator of the Euro Kitchen series, received the second Programming Recognition award. The Windham Garden Club continued its prolific production throughout the year covering topics from orchids to irises. Arthur Baker and Jim Bulen led the Club in production hours and in the honing of their editing skills.

St. Matthew's Church youth group completed field and post-production training classes.

New equipment was acquired from Harron in 1998 to streamline coverage of Selectmen's meetings and other public meetings held at Town Hall. A remote control "robotic" camera called the "Camera Man" allows the camera located in Town Hall to be controlled from the control room in the studio. Also new, was a microphone system that automatically controls eight microphones at once.

The Board said a pseudo goodbye to Barbara Coish after ten years of service on the WCAB. Barbara stays on as the Volunteer Liaison. Two new members were welcomed, J. Gross and David Unger.

I have enjoyed working as WCTV's part-time Coordinator. I am glad to have had the chance to work on the studio design and layout, and work with the Cable Board in the Coordinator search and hiring process. I will be available in the future for training or other studio support.

Respectfully submitted,

LISA J. EVARTS
Coordinator

HISTORIC DISTRICT COMMISSION REPORT



As a result of Town Meeting 1998, the Historic District Commission assumed a new, larger role in preserving and perpetuating the Town's historical character. The HDC's duties now include the non-regulatory functions of a Heritage Commission. Under this aegis, the HDC is now included in all developmental plans that might affect the Town's historic areas. The first such plans reviewed by the HDC as a Heritage Commission involved the Castle Reach subdivision.

The Commission continued to exercise its authority to look beyond the Town's Historic Districts in an effort to seek the preservation of Windham's rapidly disappearing stone walls and cellar holes which are being systematically destroyed by development and during road maintenance.

In conjunction with Windham's Historical Society, the HDC continued its work to convert the Armstrong Memorial Building into a repository for all Town artifacts. The renovated Armstrong Building and new museum - first suggested in 1899 at the memorial's dedication - was opened to the public in January 1999, on the hundredth anniversary of the building. Numerous Town residents have donated, or expressed an interest in donating artifacts to the museum, and the HDC is working closely with the newly appointed Museum Trustees to add the Armstrong Building to the National Register of Historic Places.

In support of Windham's Planning Board, the Commission provided a completed Historic Resource List for inclusion in the Town's Master Plan. Windham's historic reference lists and historical text will be appendices to the revised Master Plan and, as such, will be considered "living, ongoing things". Additionally, a cultural resources map and list prepared by Town Surveyor, Bob Thorndike, was submitted for incorporation into the Master Plan list.

Working with the Rockingham Planning Commission and the Regional Environmental Planning Program, the HDC has identified and mapped important historical areas. This mapping information will ultimately be used to develop regional priorities for the protection of important natural, cultural, and historic resources. This mapping inventory included 55 sites.

The HDC oversaw the removal and replacement of steps at the Town Hall. The replacement steps did not produce any apparent change to the look of the building.

The Commission requested and urged Windham's CIP Committee and the Board of Selectmen to identify funds for the repair of the Senior Center and the Bartley House. Maintenance has been neglected on both of the buildings, and structural repairs are badly needed. Both buildings add greatly to the Greek Revival character of the Town Center, and are historically significant.

Respectfully submitted,

CAROL PYNN
Chairperson

HISTORIC COMMITTEE REPORT



Searles School seems to have become our main responsibility, as during 1998 the building was used regularly for Town committee meetings. On several nights, there were as many as three groups meeting there simultaneously. Rental of the building was handled by an independent contractor, who was in charge of booking and attending events, and clean-up of the building. In the new year, the Committee will be making changes in these rental procedures.

At the March Town Meeting, a Trust was approved into which all rental monies will be placed. These monies will be used for maintenance and restoration. The Committee will continue to raise money toward the restoration, and plans to use this year's money to landscape the front and side of the edifice.

Work has begun on the right side of the property (next to Windham Nurseries) for additional parking. This will be especially useful when there are soccer games, rental events, and/or other activities taking place at the same time.

The Committee participated in the Apple Festival last fall. At our booth, we sold clam chowder, etching histories, and old maps of the Town. The money earned was used to design and print brochures used to promote the Searles Building.

The Committee has outlined its planned projects for the Searles Building in 1999 as follows:

- Placement of an exterior sign. A donation is being made in the coming year of an exterior sign identifying the address and name of the building. The location of the sign will be incorporated into the landscaping.
- Exterior painting, which is planned for the spring.
- Interior restorations. Without substantial donations, the Committee will be unable to complete more than moderate restorations to the building's interior.

Respectfully submitted,

MARION DINSMORE

PATRICIA SKINNER
Co-Chairpersons

JOINT LOSS MANAGEMENT COMMITTEE REPORT



The mission of the Joint Loss Management Committee (JLMC) is to bring workers and management together in a non-adversarial, cooperative effort to promote safety and health in all Town government workplaces. The committee operates under the State of New Hampshire's Department of Labor in accordance with RSA 281-A: 60.

Windham's JMLC is composed of eight members. The membership in 1998 was:

Hank Lipe	Fire Chief	Management
Doug Barker	Selectman	Management
Wayne Bailey	Transfer Station Manager	Management
Kathleen Hutchins	Library Director	Management
Jay Moltenbrey	Fire Union	Labor
Glen Record	Police Union	Labor
Bob Dobson	Municipal Union	Labor
Vacant to date	Town employees	Labor

1998 was a very busy year for the committee. In July, the New Hampshire Department of Labor inspected the Town of Windham. The following policies were composed and approved by the Board of Selectmen as a result of that inspection:

- JLMC Rules and Procedures
- Town of Windham Safety Policy
- Town of Windham Evacuation Policy
- Town of Windham Lock-out/Tag-out Policy
- Town of Windham Infection Control Policy
- Town of Windham Hazard Communication Policy

In November, the committee inspected all Town of Windham buildings in accordance with RSA 281-A Lab 603.03. This inspection assures that annual health and safety inspection is completed for all normal work environments of Town employees. A Facility Safety Inspections Report and Recommendations were forwarded to the Board of Selectmen.

In conclusion, 1998 was very productive as the committee corrected all applicable deficiencies from the Department of Labor inspection, and has identified a direction through the facilities inspection for the town to pursue to improve work conditions for its many employees.

Respectfully submitted,

HANK LIPE
Chairman

EMERGENCY PLANNING COMMITTEE REPORT



Our Local Emergency Planning Committee (LEPC) is composed of Town employees and volunteers who meet monthly to improve our plan, attend seminars, and participate in training exercises to enable us to handle a wide variety of emergencies in the Town.

During 1998, we made considerable progress in preparing to handle various all-hazard emergencies within the Town. We have revised our organization chart to correspond to the incident command system used by our Fire Department and other agencies we would work with in an emergency. We have begun to build up our inventory of field supplies. A trained shelter sub-committee is now in place. Work to develop a group of volunteers from various civic groups in Town to assist with a wide variety of tasks during an emergency is now in progress.

Citizen volunteers, as well as business and professional individuals, are needed to join the LEPC to assist us in the 1999 in-depth detail review and improvement of the plan. One specific area that we need help with is hazard mitigation, which seeks to identify potential problems and work to correct the situation before a disaster strikes.

The Emergency Management Plan provides the basis for coordinating protective actions prior to, during, and after any type of disaster. Interested citizens are urged to contact the Selectmen's Office at Town Hall. A copy of the Town's Emergency Management Plan is on file at the Nesmith Library.

We wish to thank all members of Town government, and especially our volunteers, for their continuing assistance. A special thanks goes out to Wendi Devlin, of the Selectmen's Office, for her continuing assistance to the Committee throughout the past year.

Respectfully submitted,

DOUGLASS L. BARKER
Emergency Management Director

TECHNICAL ADVISORY COMMITTEE REPORT



The Technical Advisory Committee brought several projects to successful completion during 1998. A large part of our mission focused on making our existing technologies work in a more integrated fashion throughout every town department. A key ingredient of this synergy is the emphasis on communication across an expanding network and database infrastructure. The town now benefits from an integrated telephone system that will be extended to all major departments this year. Beyond many convenience features, savings will be realized from the elimination of some dedicated phone lines and better use of existing lines during emergencies and inter-department calls. The first leg of a fiber optic network was installed between Town Hall and the new Police department. The fiber cable, provided by Harron Cable at cost, will form the backbone of a Town data network and will join with a proposed fiber network at the schools. The emphasis on creating a state-of-art network is to achieve both efficiency and cost savings from reduction of leased lines. The long-range plan is to extend town services to people in the most direct manner possible.

New systems completed include voice mail and e-mail for Town officials. Please notice e-mail addresses in the directory section of this report for the first time. The town web site, www.town.windham.nh.us, expanded its content with lengthy committee reports and budget information not easily available in any other format. We need input on what you would like to see on your town web site.

The Technical Advisory Committee was very active at the Nesmith Library as it continues to add to its offering of electronic library services. Public Internet access from the library was started up and will be improved with high-speed access in 1999. A new circulation system will go online this year and ultimately replace the familiar card catalog. CD-ROM capability will be upgraded to include more titles and multimedia software for kids of all ages.

The police and fire departments are benefiting from recommendations made in 1997 to enhance the radio system, and the town is now almost 100% covered from hand held transmitters. This increases the safety and efficiency of response during emergencies and routine business calls. The TAC is assisting in the upgrade of CRIS, the existing dispatch system, to a system that is year 2000 compliant.

The TAC was instrumental in formulating recently adopted policies for Ethical Computing, Backup and Virus protection for computers. As every department is now heavily dependent on computers, these new policies will facilitate proper systems management.

A census database was created to provide a better planning tool as the town continues to rapidly grow. Please verify the accuracy of your household count with the Town Clerk.

Work continues on a Graphical Information System (GIS) for tax assessing, and also has applications in planning and emergency response. A project to archive town records onto CD-ROM is underway for preservation and easy access to many important historical documents.

The TAC remains heavily involved in all aspects of Windham's use of technology. We enthusiastically welcome your participation in our activities.

Respectfully submitted,

J. GROSS
Chairman

HIGHWAY SAFETY COMMITTEE REPORT



Formed a number of years ago, the primary charge of the Highway Safety Committee is to promote highway safety by means of signage, literature, and/or educational media. Additionally, the Committee reviews requests and makes recommendations to the Board of Selectmen regarding placement of guardrails, delineators, warning and speed limit signs, and the removal of brush within the rights of way to improve sight lines.

The number of requests for review of safety issues continues to remain steady from year to year, with no noticeable increase or decrease. The members of the Committee worked diligently in 1998, and we are pleased to say that all requests and recommendations were completed by the end of the year.

Residents who have safety concerns should first contact the Town Administrator or Chief of Police for a "Highway Safety Request Form." This is a standardized document in which all information pertinent to your concern should be outlined. The Highway Safety Committee will then review and discuss the issue, and make recommendations to the Board of Selectmen to either approve or deny the request. Currently, the Highway Safety Committee meets on the third Thursday of each month at 7:00 PM at the Armstrong Memorial Building. Our meetings are open to the public, and all are welcome to attend.

Our public safety officials have made a request of all property owners that house numbers be placed on the exterior of their homes, which are clearly visible from the street. The Highway Safety Committee has wholeheartedly endorsed this request, as it could conceivably save valuable minutes in the event of a Police or Fire emergency.

Once again, I wish to take this opportunity to send a sincere thank you to all the Highway Safety Committee members, both past and present, for their efforts and dedication on behalf of the Town.

Respectfully submitted,

WILLIAM E. RUSSELL
Chairman

GRIFFIN PARK COMMITTEE REPORT



On October 27, 1997, the Board of Selectmen voted their unanimous approval of the final plan for Griffin Park, as presented by the Griffin Park Committee. This 36-acre park provides a true, multi-purpose recreational facility.

The Committee spent great effort to strike a balance between structured athletic facilities, unstructured areas, and an extensive trail network that compliments the unique character of the property. The athletic facilities will supplement the existing facilities, which are all at 100% utilization. These new facilities include 6 tennis courts and 4 basketball courts, which provide the first opportunity for establishing leagues and night play. There are 2 Little League fields and 2 soccer fields, that will allow expansion of the current programs, which are capped due to the limitations of the existing fields. Areas are also set aside for roller sports, horseshoe pits, volley ball, and a small play area. There are 3 connecting trail systems: a 1 mile paved trail, which can easily be used by people with handicaps and small children; a 1/4 mile gravel track around the irrigation pond; and a 3/4 mile natural surfaced trail in the wooded area. The pond/lawn area provides 2 acres of open space area for leisure activities such as kite flying, picnicking, and park benches. There are 11 acres of natural woods that contain indigenous plants and animals, and are well suited for a scout activity area.

During the design of the Park, the Committee encountered several unexpected opportunities to make immediate, positive impacts on recreation in Windham. The three most significant are mentioned here. First, the Committee completed site preparation for a Bandstand/Cultural Area in the new Town Common. Second, the Committee initiated the development of a Forest Management Plan for the harvesting and management of the timber on the Park. The third initiative was establishing liaison with the 368th Combat Engineer Battalion, U.S. Army Reserve, Manchester, New Hampshire. This is a Construction Battalion that may be available to perform the gross earth moving required for site development of the Park. If this support is obtained, it could provide a cost avoidance of between \$100,000 and \$200,000.

The Committee prepared a rough order of magnitude Cost Estimate for the complete construction of the Park as designed. This estimate is \$1.1 million, which is a turnkey price we would expect to pay if the project were given to a general contractor that was instructed to build the Park in one summer. This estimate is only a rough order of magnitude, which is derived from a number of sources including: experience with other Town projects and projects in neighboring towns; engineering estimates; standard costs from the State Recreation Department; industrial standards; and vendor quotes. The Committee investigated the availability of State or Federal funds for the construction of the Park, and found there are none available for our purposes.

During 1998, the Committee continued with planning and construction preparation for the approved Park plan.

- January 7, 1998 - Planning Board approved the site plan for the Park. This plan was engineered and presented to the Board by Herbert Associates of Windham, which provided these services at no charge to the Town.
- March 98 Town Meeting - the Board of Selectmen presented a Warrant Article for \$500,000 to build the first phase of the Park. This article failed by a narrow margin.
- June 22, 1998 - the Board of Selectmen gave the Committee an updated charge. The tasks in this new charge included: working with the Capital Improvements Committee to develop a funding plan for the 1999 Town Meeting, and working with the Town Administrator to proceed with site preparation tasks.

- Significant site preparation tasks completed during 1998 include the establishment of a Forest Management Plan that is executed by the Town Forester. The Forester directed the harvest and sale of timber on the Park that resulted in a net profit of \$10,000. The Committee worked with the Fire Department, which used the buildings for numerous training exercises that culminated with training burns and the demolition of all buildings.

On December 1, 1998, the Capital Improvements Committee, after lengthy review of the Park plan, cost estimate, technical specifications, and supporting documentation, programmed \$700,000 for Park construction into the 1999 Budget. The Committee has performed trade-off analysis to arrive at the proposed plan that can be constructed with the funds programmed.

A key factor to the Committee's success has been the extensive participation of other Town committees, organizations, citizens, and many businesses, which donated their valuable time and expertise. We cannot mention them all, so we extend this note of appreciation to all of you.

Respectfully submitted,

RICK HANCOCK
Chairman

COMMUNITY STEWARDSHIP COMMITTEE REPORT



The year 1998 marked the completion or development of three major components of the Community Stewardship Program as follows:

- Design Review:

A two year, collaborative effort between the Windham Planning and Zoning Board and the Community Stewardship Committee has resulted in the adoption of a design review document for commercial structures.

The document is not intended to mandate a particular architectural style or design, but will assist commercial developers in designing structures that will raise the level of concern for detail that is evident in Windham's residential structures. The document will become a part of the site plan review guidelines, and will be administered by the Windham Planning and Zoning Board, although a separate design review subcommittee could be established if it were found to be necessary.

- Recreational Trails:

A number of pedestrian easements have been secured in some of the new developments, providing the opportunity to establish a series of walking trails.

A \$407,000 Federal Transportation Enhancement Grant, representing the Federal government's 80% contribution, has been awarded to the Town to construct a bike path on South Lowell Road. The remaining \$100,000, representing the Town's 20% match, has been included in the CIP allocations for 2003 and 2004.

- Transportation:

Discussions have been occurring between members of the Community Stewardship Committee and the New Hampshire Railroad Revitalization Association that would create an opportunity to re-establish rail service on the Manchester & Lawrence branch through Windham. If successful, the reactivated line would include commuter rail service to Boston and points north from Windham and other towns along the line. It would also provide an opportunity for light freight rail service to Windham's industrial land along the right-of-way, which is intact and protected by its inclusion in New Hampshire's Department of Transportation rail bank program. Discussion of the line's reactivation will also be addressed as part of the State's discussions on the widening of Route 93.

Respectfully submitted,

PETER J. GRIFFIN
Chairman

TOWN WEB SITE REPORT



Created in the latter part of 1997, the Town's web site came into its own in 1998. The acceptance of the site by Town departments and organizations as a communication vehicle greatly contributed to its growth, and acceptance by the readership gave verification of its credibility. It has matured into something more than just a toy; it is something to be proud of, and is an essential form of communication for the Town, both within and without.

Currently, there are more than 370 distinct pages of information, and over 100 images on our web site. Not only is there general and historical information about the Town, but minutes of different boards, a list of upcoming events, links to Town Department pages, links to Town organization pages, maps of the Town, and even a link to a satellite picture of the Town.

Statistics, gathered weekly, show that usage of our web site is steadily increasing. Our busiest time of the day is 8:00 PM to 9:00 PM, followed by 1:00 PM to 2:00 PM. Although most of the visits come from local folks, we do get a surprising number of visits from foreign countries.

Items for inclusion in the Town's web site may be left with the dispatcher at the Police Station. It is preferred that these items be in text format on a diskette; however, with prior arrangement, other formats are acceptable. I would like to thank the Police Department, and in particular the Dispatching staff, for their help in routing these items to me.

I would also like to thank Internet Connection, Inc. (iCi) for hosting our site. Without their help, the site would not be where it is today.

Future plans call for e-mail linking web pages to specific Town employees and departments. Plans also include on-line forms and processing that can be utilized from home, thereby eliminating travel to the Town Hall. It is our objective to have all Town departments represented on the web site, and to have a complete set of minutes on the web for each committee in Town. Civic organizations within the Town are also invited to participate with their presence on the web site.

Respectfully submitted,

RICHARD J. FORDE
Webmaster

www.town.windham.nh.us



WINDHAM COMMUNITY BAND REPORT



The Windham Community Band, which was established during the summer of 1997, has successfully completed their first musical year of operation. The concert band has now grown to seventy members, who are all volunteer musicians. In their brief history, they have become the largest and best concert band in New Hampshire, and have performed before an estimated 50,000 people. The band met each of the objectives and goals it set for themselves in 1998!

Our membership age ranges from 13 to retirement, and consists of seasoned musicians, music teachers and directors from six local school systems, doctors, a lawyer, retirees, twenty students, and career men and women, who love to perform concert music. The majority of our membership resides in Windham, but we also have members from surrounding towns, as well as Maine and Massachusetts. The concert band's repertoire includes folk songs, show tunes, marches, classical scores, and big band sounds.

The Windham Community Band has been fortunate to have Mr. Bruce Lee as its Music Director since its inception. Mr. Lee has impeccable music credentials from the University of Rochester's Eastman School of Music, and has taught at the elementary, junior, and high school levels in both public and private schools. In addition, Mr. Lee has been an instructor and performing trumpet soloist for various bugle corps, and performs with other community bands in New Hampshire.

The concert band performed at sixteen events during 1998. Most concerts required the band to perform for two hours. Many of the venues that we performed at have requested the band to return in 1999. Our 1998 performance and concert schedule included the following:

The Windham Town Meeting
Opening Day for Windham Baseball
Windham Strawberry Festival
Canobie Lake Park, Salem
McGregor Park, Derry
Windham's 1st Apple Festival
Memorial Concert/Pinkerton Academy
Windham Christmas Tree Lighting

Crane's Castle Concerts, Ipswich, MA
Summerfest Concert, Greeley Park, Nashua
N. Andover, MA, Concerts on the Common
Andover Family Concerts on the Common
Maudslay Art Center, Newburyport, MA
Castleton Function Facility, Windham
Magical Evening of Giving, Salem
First Night, Methuen, MA

Emerging from the concert band has been a 13-piece jazz and swing band, consisting of dedicated musicians who love to play jazz and swing from the 30's, 40's, and 50's. After rehearsing for six months, this group is just starting to perform. The flute section has also developed an ensemble, consisting of six members who played at special holiday and civic events. During October, the concert band was requested to develop a select group of fifteen musicians to perform for a Windham resident's retirement from the Navy aboard the USS Constitution in Charlestown, MA. This select group performed and received high accolades from the US Navy representatives, as well as our Windham resident.

On a somber note, our most respected and oldest member, Weston Root, passed away in October. The concert band performed a memorial concert at Pinkerton Academy's Shepard Auditorium, where he was a teacher, football coach, and athletic director for many years. He will be sorely missed by everyone in our band.

The band is already preparing for another exciting year, which starts in February, 1999 with a POPs concert at the La Chandelle in Methuen, and ends on New Year's Eve, 1999 with the concert and jazz band performing at Salem NH's 250th Anniversary First Night Celebration at Rockingham Park. In between these dates, the bands are already invited to perform at ten events from Windham and our surrounding towns in Southern New Hampshire and Northern Massachusetts. The band also has some other exciting events that are being planned in Windham, but have not been finalized to date.

The band wishes to thank their families, friends, and faithful followers, as well as our Town and School officials, and the Recreation Committee for their support. We look forward to another successful year, and will continue to be ambassadors of our Town no matter where we perform. Many factors influence our performances. A great deal of planning and time goes into our concerts, and the band is very appreciative of the enthusiastic, supportive audiences we have encountered in our first year. Most of all, the band wishes to thank the Windham citizens for all their support.

Respectfully submitted,

ROANNE COPLEY

FRANK RYDSTROM

Band Managers

EMPLOYEES' WAGE AND BENEFIT REPORT



DEPARTMENT/ NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTRACT SERVICES*	INCENTIVE PAY	OT/HOLIDAY RECALC.	OTHER	1998 TOTAL GROSS PAY	1998 BENEFITS**	1998 SALARY AND BENEFITS	1997 (1) RETROPAY
TOWN OFFICERS													
Barker, Douglass	Selectmen	1,200.00								1,200.00	91.80	1,291.80	
Crisler, Margaret	Selectmen	1,200.00								1,200.00	91.80	1,291.80	
Dowd, Claire	Dep. Treasurer	1,500.00								1,500.00	11.48	1,614.80	
Johnson, Mary	Tri Fid. Trustee	350.00								350.00	26.78	376.78	
McMahon, Charles	Selectmen	1,300.00								1,300.00	99.45	1,399.45	
Skinner, Robert	Treasurer	1,500.00								1,500.00	150.45	1,650.45	
Stearns, Galen	Selectmen	1,100.00								1,100.00	84.16	1,184.16	
Webber, Carolyn	Selectmen	1,200.00								1,200.00	91.80	1,291.80	
ADMINISTRATION													
Davis, Kathleen	Adm. Secretary	32,871.08		1,461.78						34,332.86	7,140.94	41,473.80	
Devlin, Wendi	Adm. Secretary	25,341.22		217.29					892.50 (d)	26,451.01	12,360.63	38,811.64	
Keefe, Elaine	Adm. Secretary	30,152.84								30,152.84	10,476.00	40,628.84	
Sullivan, David	T. Administrator	59,021.60							20.52 (a)	59,042.12	16,825.13	75,867.25	
TOWN CLERK													
Heenan, Patricia *	Dep. Twn Clerk	8,523.29		14.20						8,537.49	5,800.96	14,338.45	
Hobbs, Laurie	Asst. Twn Clerk	12,648.67		279.07						12,927.74	5,007.16	17,934.90	
Robertson, Ruth	Asst. Twn Clerk	106.29								106.29	8.13	114.42	
Tuck, Joan	Town Clerk	20,288.28								20,288.28	1,321.08	21,609.36	
TAX COLLECTOR													
Champagne, Sandra	Tax Collector	25,817.77								25,817.77	3,078.41	28,896.18	
Hunt, Alice *	Dep. Tx Collect.	5,130.08								5,130.08	631.21	5,761.29	
Robertson, Ruth	Dep. Tx Collect.	9,566.26		1,268.78						10,835.04	828.83	11,663.87	
MAINTENANCE													
Barlow, Alan	Maint. Supervi	17,601.88								17,601.88	9,275.76	26,877.64	
Porter, Robert	Custodian	8,704.64								8,704.64	1,101.09	9,805.73	
ELECTIONS													
Brown, Marianne	Supervisor	102.50								102.50	7.85	110.35	
Griffin, Peter	Moderator	600.00								600.00	45.91	645.91	
McPherson, Mary *	Supervisor	54.00								54.00	4.13	58.13	
Skinner, Robert	Supervisor	516.50								516.50	0.00	516.50	
Webster, Gail	Supervisor	330.50								330.50	25.30	355.80	
ASSESSING													
Fedele, Michael *	Assessor	48,860.90							9.24 (a)	48,870.14	15,284.79	64,154.93	

DEPARTMENT/ NAME	POSITION	REGULAR SALARY	SHIFT DIFFRNTL	OVERTIME	HOLIDAY	CONTRACT SERVICES*	INCENTIVE PAY	OT/HOLIDAY RECALC.	OTHER	1998 TOTAL GROSS PAY	1998 BENEFITS**	1998 SALARY AND BENEFITS	1997 (1) RETROFIT
POLICE													
Baumann, Cathy	Prosecutor	23,882.01								23,882.01		1,826.89	25,708.90
Caron, Michael	Sergeant	39,158.00	1,745.93	9,008.24	2,857.83	7,706.12		577.98	555.00 (c)	61,559.10 (c)		13,605.07	75,164.17
Cavallaro, Kevin	Patrolman	32,910.88	1,219.81	7,410.21	2,256.36	5,259.62	1,667.28	847.39	325.00 (c)	51,896.55 (c)		6,812.16	58,708.71
ComEAU, David	Patrolman	33,170.82	1,497.95	5,566.40	2,544.06	6,974.80	1,667.28	774.19	325.00 (c)	52,520.50 (c)		6,795.79	59,316.29
Crys, Laura	Secretary	6,493.90							225.00 (b)	6,718.90		3,175.75	9,894.65
Delaney, Jean	Secretary	19,441.56		335.97					4,122.20 (d)	23,899.73		3,706.19	27,605.92
Fedele, Edward	Patrolman	2,184.84	5.46	20.48						2,210.78		727.41	2,938.19
Foley, Wendy	Patrolman	33,170.79	381.64	3,968.67	1,909.79		1,667.28	204.69	650.00 (c)	41,952.86 (c)		12,301.24	54,254.10
Lodise, Michael	Patrolman	33,170.74	279.71	3,638.54	2,287.56	1,764.85	1,667.28	347.51	650.00 (c)	43,806.19 (c)		52,919.67	1155
Malisios, Greg	Patrolman	33,170.76	505.67	7,364.56	2,291.05	6,021.42	833.64	388.75	650.00 (c)	51,225.85 (c)		12,860.36	64,086.21
Moockel, Bruce	Chief	59,021.62							450.12 (a/c)	59,471.74		12,844.17	72,315.91
Moltenbrey, Steven	Patrolman	33,170.80	289.47	3,717.96	2,166.29	718.80	833.64	198.97	650.00 (c)	41,745.93 (c)		12,368.08	54,109.93
Norcross, Matthew*	Patrolman	9,825.52	271.40	1,636.06	597.80	576.73		16.42	2,138.75 (e)	15,062.68 (e)		2,464.98	17,531.66
Oochipini, Chuck	Sergeant	43,578.84	536.17	2,469.31	3,010.93	284.13	2,188.81	342.92	328.48 (a/c)	52,739.59 (a/c)		12,369.55	65,109.14
Palermo, Louis	Patrolman	33,170.77	283.52	2,010.00	2,291.05	2,269.84	1,667.28	252.88	650.00 (c)	42,595.34 (c)		11,780.90	54,376.24
Record, Glen	Patrolman	33,170.77	846.94	6,967.44	2,419.30	4,054.38	1,667.28	709.54	558.00 (c)	50,393.65 (c)		12,821.22	63,214.87
Rogers, Scott	Patrolman	33,170.81	259.28	10,831.43	2,419.30	5,618.76	1,667.28	768.08	650.00 (c)	55,384.94 (c)		13,036.23	68,421.17
Wagner, Carl	Sergeant	43,578.83	487.05	5,876.12	2,846.50	3,027.71	2,188.81	535.82	651.08 (a/c)	59,191.92 (a/c)		13,482.67	72,674.59
Watson, Douglas	Sergeant	43,578.88	351.29	5,744.14	3,014.88	3,902.76	2,188.81	509.24	652.04 (a/c)	59,942.04 (a/c)		12,638.06	72,580.10
DISPATCHING													
Morgan, Leonard	Dispatcher	26,328.53	406.56	8,526.22	2,020.13			162.92	350.00 (c)	37,794.36 (c)		7,435.24	45,229.60
Mullaney, Diane	Dispatcher	26,328.55	253.45	390.76	1,317.60			16.42	1,250.00 (b/c)	29,556.78 (b/c)		4,570.45	34,127.23
Sealock, Barbara	Dispatcher	26,328.53	371.74	5,767.01	1,819.07			106.96	350.00 (c)	34,743.31 (c)		7,146.97	41,890.28
Talbot, Beth	Dispatcher	10,043.09		826.02						10,869.11		831.49	11,700.60
Tuck, Cindy	Dispatcher	24,679.94	1,082.36	3,353.08	1,585.96			218.29	452.46 (c/d)	31,372.09 (c/d)		7,262.00	38,634.09
FIRE DEPARTMENT													
Bergeron, Rita *	Secretary	4,102.85		63.78									
Brown, James	Lieutenant	38,434.41		14,965.22	1,934.09		465.21	204.69	6,130.80 (c/d)	62,134.42 (c/d)		318.76	4,485.39
Brown, William	Lieutenant	38,434.40		29,789.90	2,111.59		465.21	383.78	315.00 (c)	71,499.88 (c)		11,625.77	83,125.65
Campbell, Gordon	Calfirefighter	3,335.46								3,335.46		255.19	3,590.65
Celeste, Robert	Calfirefighter	185.63								185.63		14.20	199.83
Cizmadia, Louis	Calfirefighter	6,993.16								6,993.16		534.99	7,528.15
Current, Joseph	Calfirefighter	1,204.12								1,204.12		92.10	1,296.22
Decicco, Frank	Calfirefighter	1,576.99								1,576.99		120.63	1,697.62
Decker, Lisa	Calfirefighter	4,669.93								4,669.93		357.29	5,027.22
Delaney, Scott	Lieutenant	38,434.42		13,093.81	1,934.09		1,221.17	477.43	315.00 (c)	55,475.92 (c)		13,424.52	68,900.44
Delaney, William	Calfirefighter	1,325.65								1,325.65		101.40	1,427.05
Demarco, Ralph	Calfirefighter	5,711.54								5,711.54		436.89	6,148.43

DEPARTMENT/ NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTRACT SERVICES*	INCENTIVE PAY	OT/HOLIDAY RECALL	OTHER	1998 TOTAL GROSS PAY	1998 BENEFITS**	1998 SALARY AND BENEFITS	1997 (I) RETROPAY
Dunn, Timothy	Callfirefighter	2,509.71								2,509.71	191.98	2,701.69	
Fritchman, Steven	Deputy Chief	43,227.21		1,828.53	514.02				2.16 (d)	45,571.92	13,507.04	59,078.96	
Gendron, Wendy	Callfirefighter	2,589.28								2,589.28	198.12	2,787.40	
Hanlon, Jennifer	Firefighter	34,145.39		4,357.47	1,749.52		964.87	160.41	315.00 (c)	41,692.66	7,004.57	48,697.23	
Hendrick, Peter	Callfirefighter	78.10								78.10	5.97	84.07	
Hildebrandt, Eric	Callfirefighter	1,871.35								1,871.35	143.13	2,014.48	
Hoegen, Ron	FF/Fire Inspect.	39,264.00		428.40			316.82	3.43	315.00 (c)	40,327.65	12,568.20	52,895.85	
Johnson, Wilfred	Firefighter	34,163.78		3,510.18	1,719.15				315.00 (c)	39,708.11	12,436.56	52,144.67	
Lipe, Henry	Chief	56,960.80							332.64 (a/c)	57,293.44	14,680.88	71,974.32	
McPherson, Tom	Firefighter	34,163.79		3,970.85	1,561.37		620.28	104.66	315.00 (c)	40,735.95	12,494.69	53,230.64	
Mistretta, Michael	Firefighter	17,644.03		5,850.88	761.00				1.50 (c)	24,257.41	4,262.80	28,520.21	
Mollenbrey, Jay	Lieutenant	35,904.18		18,294.59	1,800.17		1,466.84	812.71	315.00 (c)	58,593.49	14,027.12	72,620.61	
Norton, David	Callfirefighter	4,185.92								4,185.92	320.21	4,506.13	
Posocco, John	Callfirefighter	396.16								396.16	30.29	426.45	
Ramsden, Patricia	Secretary	19,927.17							900.00 (b)	20,827.17	3,013.32	23,840.49	
Robertson, Patrick	Callfirefighter	345.66								345.66	26.44	372.10	
Rupple, Jeffery	Callfirefighter	587.26								587.26	44.92	632.18	
Savard, Steven	Firefighter	29,258.13		11,102.81	1,185.37		365.89	149.71	315.00 (c)	42,376.91	10,362.18	52,739.09	
Smith, Michael	Callfirefighter	434.47								434.47	33.26	467.73	
Tokanel, John	Callfirefighter	8,232.77								8,232.77	629.81	8,862.58	
Tuck, Joan	Callfirefighter	2,552.62								2,552.62	195.29	2,747.91	
Vanvoorthis, Steve	Callfirefighter	1,169.33								1,169.33	89.44	1,258.77	
Worthington, Don	Firefighter	34,163.79		12,512.42	1,719.15		1,085.45	413.15	315.00 (c)	50,208.96	13,759.75	63,968.71	
Zins, Scott	Callfirefighter	1,585.66								1,585.66	121.28	1,706.94	
PLANNING/DEVELOP													
Curtin, Cathy	Secretary	26,568.45								26,568.45	9,734.91	36,303.36	
Fecinech, Mona	Secretary	13,052.64		52.79						13,105.43	1,002.53	14,107.96	
Flanders, Bruce	Building Insp.	45,416.13							36.00 (a)	45,452.13	8,410.48	53,862.61	
Gray, Virginia	Secretary	10,827.35								10,827.35	828.29	11,655.64	
Turner, Alfred	Planning Direct.	55,552.92							55.68 (a)	55,608.60	16,180.06	71,788.66	
SOLID WASTE													
Bailey, Wayne	Transfer Mgr.	44,028.45							36.19 (c)	44,064.64	12,304.16	56,368.80	
Beauchesne, Ron	Truck Driver	275.66								275.66	21.09	296.75	
Bell, Lesley	Laborer	29,289.06		26.08	901.08				270.00 (c)	30,486.22	13,298.86	43,785.08	
Bleeker, Kevin	Truck Driver	287.40								287.40	21.99	309.39	
Dobson, Robert	Laborer	29,289.06		431.25	787.49				32.05 (c)	30,539.85	13,304.60	43,844.45	
Fritchie, Albert	Truck Driver	539.61								539.61	41.28	580.89	
Gendron, Wendy	Laborer	3,434.16								3,434.16	262.65	3,696.81	
Groetzinger, Tom	Laborer	226.05								226.05	17.28	243.33	

DEPARTMENT/ NAME	POSITION	REGULAR SALARY	SHIFT DIFFRNTL	OVERTIME	HOLIDAY	CONTRACT SERVICES*	INCENTIVE PAY	OT/HOLIDAY RECALC.	OTHER	1998 TOTAL GROSS PAY	1998 BENEFITS**	1998 SALARY AND BENEFITS	1997 (1) RETROPAY
Holm, Wayne	Supervisor	36,152.14		1,540.35	1,112.22					39,104.71	13,790.39	52,895.10	
Lorentzen, Chris	Laborer	26,259.51		19.32	809.68				300.00 (c)	27,388.51	6,755.40	34,143.91	
McEvoy, John	Laborer	283.41							300.00	283.41	21.70	305.11	
Robitaille, Edward	Laborer	1,557.97								1,557.97	119.21	1,677.18	
ANIMAL CONTROL													
Butterfield, Charles	Dep. AC Officer	1,178.46								1,178.46	90.16	1,268.62	
Seifert, Alfred	AC Officer	11,589.78								11,589.78	886.62	12,476.40	
RECREATION													
Berry, Matthew	Beach Staff	113.19								113.19	8.67	121.86	
Brunelle, James	Beach Staff	1,687.50								1,687.50	129.13	1,816.63	
Chamberland, A.	Beach Staff	1,715.64								1,715.64	131.25	1,846.89	
Costa, Tricia	Beach Staff	4,118.33								4,118.33	315.07	4,433.40	
Flahardy, Erin	Beach Staff	140.63								140.63	10.75	151.38	
Gallagher, Brian	Beach Staff	2,524.25								2,524.25	193.09	2,717.34	
Gallagher, Colleen	Beach Staff	5,316.75								5,316.75	406.77	5,723.52	
Maroon, Bethany	Beach Staff	456.00								456.00	34.88	490.88	
Maroon, Kori	Beach Staff	5,457.00								5,457.00	417.45	5,874.45	
Martella, Gregg	Beach Staff	1,859.45								1,859.45	142.24	2,001.69	
McGuinness, Molly	Beach Staff	1,271.90								1,271.90	97.31	1,369.21	
Motin, David	Beach Staff	1,612.50								1,612.50	123.35	1,735.85	
Pliskin, Stephanie	Beach Staff	210.00								210.00	16.08	226.08	
LIBRARY													
Corvi, Alberta	Cataloger	23,613.30		3,092.26			100.00			26,805.56	9,690.97	36,496.53	
Day, Jonathan	PT Clerk	309.00								309.00	23.63	332.63	
Freeston, Lois	Reference Lib.	24,885.02		3,407.29			100.00			28,392.31	14,333.44	42,725.75	
Frey, Karen	Library Clerk	6,682.55					50.00			6,732.55	515.04	7,247.59	
Hutchins, Kathy	Library Director	7,611.26							23.04 (a)	7,634.30	4,308.77	11,943.07	
Lankin, Mark *	Library Director	14,919.96							8,025.11 (d)	22,945.07	3,504.91	26,449.98	
Lawlor, Claire	Library Clerk	4,001.27								4,001.27	57.98	4,059.25	
Mayr, Diane	Children's Lib.	24,209.26		5,711.90			500.00			30,421.16	7,593.36	38,014.52	
Miloro, Michael	Library Clerk	8,250.16					50.00			8,300.16	634.99	8,935.15	
Monterio, Kim	Library Clerk	22,380.83					100.00			22,480.83	1,719.81	24,200.64	
Riley, Brandon	PT Clerk	309.00								309.00	23.63	332.63	
Rittenhouse, Elaine	Library Clerk	16,872.11					50.00			16,922.11	1,294.56	18,216.67	
Shea, Carolyn	Library Clerk	11,529.89					50.00			11,579.89	885.82	12,465.71	
Strauss, Elizabeth	Library Clerk	2,692.28								2,692.28	205.95	2,898.23	

DEPARTMENT/ NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTRACT SERVICES*	INCENTIVE PAY	OT/HOLIDAY RECALC.	OTHER	1998 TOTAL GROSS PAY	1998 BENEFITS**	1998 SALARY AND BENEFITS	1997 (1) RETROPAY
CABLE Keniston, Wally	Coordinator	4,141.92								4,141.92	723.06	4,864.98	
* - Individual who either retired or resigned from the Town during 1998													
(1) refers to amounts paid to members of Police Union retroactively based on their contract which was approved at the 1998 Town Meeting													
These amounts are not included in the 1998 total earnings.													
(a) refers to non-cash payment representing employees factored portion of their life insurance policy over \$50,000													
(b) refers to payment for waiver of health insurance benefits - \$75/month													
(c) refers to taxable portion of clothing allowance													
(d) refers to disability pay from insurance company													
(e) refers to earn time buyout at time of termination													
Note: The total benefit column includes cost associated with insurances, retirement, medicare, and FICA taxes.													

BIRTHS, MARRIAGES, AND DEATHS RECORDED

BIRTHS

Date	Location	Sex	Child's Name	Names of Parents (Mother's Maiden Name)
1997				
Dec. 22	Derry, NH	F	Emily Catherine	Frank H. Howe, Jr. Alison L. Macleod
1998				
Jan. 1	Lebanon, NH	M	Joseph Dylan	Jeffrey D. Hinckley Christine A. Casarano
16	Nashua, NH	M	Brian Matthew	Wilman S. Wong Joyce M. Lagana
28	Manchester, NH	F	Gabrielle Maya	Michael D. Hatem May A. Al-mudamgha
Feb. 5	Manchester, NH	M	Connor Anthony	Victor S. Capozzi Diane Tassia
6	Derry, NH	M	Isaac John	Bradford R. Dinsmore Kristie A. Binns
6	Stoneham, MA	F	Olivia Rae Belanger	Raymond W. Pillidge Gia M. Belanger
24	Manchester, NH	M	Corey Lee	Glenn J. Kneeland Donna M. Delaney
28	Derry, NH	F	Sarah Nicole	Andre P. Vignos Joanne M. Doherty
Mar. 7	Nashua, NH	F	Samantha Elaine	Jeffrey C. Gaumer Janette E. Hood
11	Derry, NH	M	Connor Christie	Matthew C. Graves Heather L. Russell
11	Nashua, NH	M	Mitchell William	David W. Kirsch Karin J. Frank
17	Derry, NH	F	Hannah Leigh	Eric J. Svenson Deborah A. Morel
19	Derry, NH	M	Mason Ray	Thomas H. Massie Rhonda K. Howard
25	Derry, NH	M	Trevor David	Paul A. Reilly Fiorenza Barres
25	Derry, NH	M	Owen Scott	George D. Edwards, Jr. Carolyn J. Belesca
Apr. 6	Nashua, NH	F	Emily Paige	James A. Giardina Colleen A. McCarthy
8	Derry, NH	M	Austin Mitchell	Ronald O. Preble, Jr. Kelli J. Williamson
17	Derry, NH	M	Matthew Allan Joseph	Allan W. Laird Sophie A. Borowik
20	Nashua, NH	M	Matthew James	James F. Shea Kathryn L. Betournay
20	Nashua, NH	F	Delaney Julia	James F. Shea Kathryn L. Betournay
25	Nashua, NH	F	Alexandra Claire	Richard D. Lewis Caroline H. James
25	Manchester, NH	F	Erin Lynn	Ronald Pacheco Patricia D. Ryan

Apr.	30	Lebanon, NH	F	Ashley Anne	Jeffrey J. Domogala
May	1	Nashua, NH	M	Peter Joshua	Laura M. Fischer
	8	Derry, NH	M	Noah James	Donald R. Caron
	11	Manchester, NH	M	Dominick Robert	Carolyn J. Sheehan
	14	Manchester, NH	F	Samantha Jean	James A. Hebert
	15	Manchester, NH	M	Nathan Michael	Lisa J. Haswell
	17	Manchester, NH	F	Michelle Elizabeth	Robert R. Cappadona
	20	Nashua, NH	F	Madalyn Elizabeth	Patricia M. Santarpia
	22	Exeter, NH	M	Anthony Rae	Jeffrey P. Thompson
	26	Manchester, NH	F	Holly Nicole	Christina L. Whitcher
June	14	Manchester, NH	M	Colin Michael	Michael R. Smith
	17	Derry, NH	F	Sydney Marie	Deborah A. Johnson
	21	Derry, NH	M	Zachary Ethan	Scott K. Thibault
	21	Manchester, NH	M	Justin Jeffrey	Cheryl A. Aloï
	29	Nashua, NH	M	Aaron Albert	Joseph S. Caiado
July	1	Manchester, NH	F	Laura Elizabeth	Sandra P. Hoh
	8	Derry, NH	F	Madison Elizabeth	Thomas F. George
	23	Manchester, NH	F	Sydney Delaney Miller	Catherine M. Carney
Aug.	11	Manchester, NH	F	Jayla Michelle	Jerry P. Busko
	25	Manchester, NH	F	Kerry Rose	Kathy S. Brand
	30	Derry, NH	F	Amanda Quinn	Michael J. Mulligan
Sept.	4	Derry, NH	F	Delia Joy	Luanne M. Jardin
	7	Manchester, NH	M	Alexander Barry	Raymond F. Hollins
	16	Manchester, NH	F	Juliana Constance	Deborah G. Parthum

Robert E. Pomeroy, Jr.
 Catherine M. Sheehan
 Samuel F. Homsey
 Kelly K. Laffey
 Robbie Stanford
 Jade E. Miller
 James C. Decker
 Michelle C. Robillard
 James T. Sullivan
 Mary D. Shafter
 Jeffrey A. Hare
 Michelle R. Fleming
 Carlos A. Del Rio
 Suzanne Puhalla
 Barry J. Jensen
 Debbie M. Simas
 Robert D. Ponzini
 Nadine C. Ziakas

MARRIAGES

Date	Groom's Name/Bride's Maiden Name	Age	Residence
1997			
Dec. 13	Christopher Blair Clucas	35	Melbourne Beach, FL
	Maureen Elizabeth Corbin	33	Melbourne Beach, FL
26	Thomas Aloysious Theole	37	Windham, NH
	Jodie Ann Correa	27	Lowell, MA

1998

Jan.	3	Douglas George Blake	41	Salem, MA
		Wendy Ann McManus	36	Salem, MA
	25	Percy Herbert Daniels	35	Windham, NH
		Stephanie Lynn Dirago	28	Windham, NH
Feb.	14	Bryan R. Dolliver	40	Kingston, NH
		Kristen M. Hines	29	Windham, NH
	19	Ronald Joseph Farwell	35	Windham, NH
		Diana Catherine White	31	Windham, NH
Mar.	22	David Michael Morin	33	Windham, NH
		Rhondalee Victoria Martino	38	Windham, NH
Apr.	17	Thomas Paul Lovy	34	Windham, NH
		Loan Anh Quoc Nguyen	25	Windham, NH
	18	Jeffrey Robert White	27	Hampton, NH
		Jennifer Hope Lanese	22	Windham, NH
	24	John Thomas Keough	23	Chelmsford, MA
		Elaine Michelle Polsi	23	Chelmsford, MA
	25	Stephen Paul Stuart	34	Manchester, NH
		Margaret Mary Alix	36	Londonderry, NH
May	2	David Paul Desantis	34	Stamford, CT
		Katina Joanna Katzos	31	Windham, NH
	8	George William Patrikas, Jr.	23	Windham, NH
		Julie Montenero	22	Windham, NH
	14	Mohammed Jihad Nabil Blaik	34	Dearborn, MI
		Ferial Nassib Chatila	34	Windham, NH
	16	Paul Robert German	30	Windham, NH
		Karen Marie Wiggin	31	Windham, NH
	16	Ralph Clark Fast, III	23	Albuquerque, NM
		Stacey Lynn Pawless	28	Albuquerque, NM
	25	Gary George Armstrong	52	Windham, NH
		Donna Elizabeth Thistle	45	Windham, NH
	29	Matthew Johnson Grant	24	Windham, NH
		Margaret Ann Geary	23	Durham, NH
	30	Edward Raymond Levesque	32	Brockton, MA
		Jannene Nancy Burnham	27	Windham, NH
	30	Travis William Terry	29	Salem, NH
		Kimberley Anne White	29	Salem, NH
	31	Jeffrey Lewitzky	33	Arlington, MA
		Mary Patricia Sweeney	32	Arlington, MA
	31	Lornie Timothy West	38	Lake Forest, CA
		Margaret Lillian Vitta	45	Lake Forest, CA
June	6	Kevin Joseph Prestosz	24	Sandown, NH
		Beth Ann Marino	24	Sandown, NH
	6	Richard Paul Mastalerz, II	22	Derry, NH
		Sally Ann Carchia	23	Windham, NH
June	7	Joseph Richard Nolette, Jr.	36	Everett, MA
		Theresa Ann D'Alleva	33	Everett, MA
	13	Jeffrey Allyn Crawford	44	Windham, NH
		Danielle Paula Durocher	36	Windham, NH
	20	Leo Ernest Dubuc, Jr.	27	Windham, NH
		Celeste Rolande Fortier	21	Manchester, NH
	20	Randy Steven Gordon	25	N. Weymouth, MA
		Karen Marie Duhaime	24	N. Weymouth, MA
	20	Raymond William Ennis	56	Windham, NH
		Margaret Ann Keenan	44	Windham, NH
	26	Walter Clyde Fortado, Jr.	33	Windham, NH
		Randi Shayna Lilly	29	Windham, NH

June	28	David Lee Fogel	38	Wilmington, MA
		Alison Ruth Lentini	29	Wilmington, MA
July	1	John Francis Desrosiers	39	Windham, NH
		Nancy Elizabeth McGowan	38	Windham, NH
	5	Robert Wilfred Bois	41	Londonderry, NH
		Jeanne Marie L'Heureux	35	Londonderry, NH
	11	Charles William LaRosa	25	Phoenix, AZ
		Carolyn Suzanne Hood	25	Phoenix, AZ
	12	Jason Eric Barberian	20	Methuen, MA
		Evelyn Marie Gunning	17	Methuen, MA
	12	Robert Maurice Hebert, Jr.	27	Tyngsboro, MA
		Samantha Dawn Susan Noke	21	Tyngsboro, MA
	17	Michael Francis Carter	29	Merrimac, MA
		Amanda Lillian Teague	26	Merrimac, MA
	17	Jeffrey Andrew Petry, Jr.	23	Londonderry, NH
		Lisa Marie Freda	23	Windham, NH
	18	Richard Gordon Locke, III	29	Windham, NH
		Melissa Grace DiMatteo	33	Windham, NH
	18	Gregg Michael White	28	Lawrence, MA
		Nancy Ann Meccariello	27	Windham, NH
	18	Jose Antonio Rodriguez	33	Peabody, MA
		Kimberly Renee Stetson	27	Peabody, MA
	18	Perry Arnold Estey	25	Windham, NH
		Penny Sue Gilcreast	22	Derry, NH
	25	John J. Pallaria	27	Pelham, NH
		Michelle Patricia Corbin	24	Windham, NH
	31	Charles Stanley Wickwire, Jr.	43	Pelham, NH
		Anastasia Mary Theodossiou	44	Pelham, NH
	31	Todd Edmond Sevigny	25	Lowell, MA
		Michelle Rita Grenier	23	Lowell, MA
Aug.	1	Edward Dean Johnson	72	Derry, NH
		Jeannine Ellen Cushman	60	Derry, NH
	8	Peter Anders von Doepf	31	Gainesville, FL
		Christina Jayne Allen	31	Gainesville, FL
	8	Philip Michael Broome	25	Nashua, NH
		Jennifer Meegan Tetreault	24	Windham, NH
	8	Mark Wayne Estey	32	Windham, NH
		Linda Elaine Chiffy	41	Nashua, NH
	9	Ronald Anthony Ferris, Jr.	23	Bradford, MA
		Jennifer Lynn Orr	25	Westford, MA
	15	Luis David Laboy	27	San Francisco, CA
		Lynneah Jean Young	27	San Francisco, CA
	15	Allan William Milley	41	N. Reading, MA
		Lynne Susan Brigham	46	Medford, MA
	23	William Anthony Curcio	25	Cos Cob, CT
		Tracie Marjorie Tonks	26	Cos Cob, CT
Sept.	4	Robert Charles Blinn	42	Pelham, NH
		Denise Theresa Silva	40	Pelham, NH
	5	Stephen Anthony Hanson	30	Augusta, ME
		Karyn Maureen Pepin	23	Lowell, MA
	6	Guy Phillip Grande, III	35	Dracut, MA
		Wendy Jean Spalding	27	Dracut, MA
	11	Renato Lisboa Lima	29	Methuen, MA
		Susan Bill	31	Methuen, MA
	12	Patrick John Robertson	29	Windham, NH
		Gayle Ann Kimmerer	31	Windham, NH

Sept.	18	James Joseph Maiella	25	Lawrence, MA
		Tara Shay Abbott	24	Lawrence, MA
	25	Jason Edward Doyle	26	Windham, NH
		Linda Frances Klemm	25	Windham, NH
	25	Jason Snell Plant	26	Waltham, MA
		Bridget Marie Schapiro	29	Waltham, MA
Oct.	10	Michael Thomas Jayes	23	Tewksbury, MA
		Jennifer Ann Coakley	23	Windham, NH
	16	Jonathan Shane Craig	23	Lowell, MA
		Susan Alda Ricardo	26	Tewksbury, MA
	18	Michael James Tyman	31	Burlington, MA
		Julie Ann Ruccolo	29	Medford, MA
	25	Dean-Michael Sutherland	33	Boxford, MA
		Beverly Ann Goldberg	33	Boxford, MA
	31	Richard Edward Ross	31	Windham, NH
		Samantha Dawn Duquette	20	Raymond, NH
Nov.	7	Gerard Joseph Cloutier	49	Windham, NH
		Marie Elaine Gagne	46	Derry, NH
	7	Andrew Kenneth Freeston	22	Windham, NH
		Victoria Ann Pasquito	23	Derry, NH
	14	John Anthony Conroy	30	Windham, NH
		Terri Lynn McCann	26	Windham, NH
Dec.	5	Edward Burke Anderson	34	Windham, NH
		Dawn Marie Valliere	36	Litchfield, NH
	12	Michael Allen Deschamps	32	Ellington, CT
		Theresa Jean Booska	26	Ellington, CT
	14	Kristoffer William Wilson	24	Medford, MA
		Keri Dawn Whalen	18	Medford, MA

DEATHS

Date		Name Of Deceased	Age	Place Of Death
1997				
Dec.	31	Joseph J. Fedorchuck	80	Derry, NH
1998				
Jan.	9	Myrtle G. Burns	93	Brentwood, NH
	12	James A. Pullin	51	Manchester, NH
	27	Chilla L. Wheeler	101	Hudson, NH
Feb.	6	Arthur O. Carbonneau	74	Windham, NH
	11	Irene A. Thornton	66	Derry, NH
	12	Alma N. Lamountain	68	Derry, NH
Mar.	2	Sr. Mary Frost	83	Manchester, NH
	5	Jeanne A. G. Landry	90	Brentwood, NH
	6	M. Antonius M. Lindsay	84	Windham, NH
	15	Leona A. Barnard	94	Salem, NH
	30	David P. Cunningham	16	Windham, NH
Apr.	1	Madeline L. Foye	61	Winchester, MA
	4	Roger E. Ingalls	86	Derry, NH
	5	Joanne D. Pinksten	65	Methuen, MA
	9	Joseph D. Hinckley	3 mo., 8 days	Lebanon, NH
	9	Sarahjane M. Mullins	70	Concord, NH
	12	James F. Carmody	83	Acton, MA
	13	John F. Dinsmore	72	Methuen, MA
	14	Victor E. Johnson	74	Nashua, NH
	18	Ruth C. Haskell	82	Derry, NH
	20	Dorothy O'Rourke	83	Derry, NH

Apr.	29	Leo W. Lambert	58	Windham, NH
May	3	Leo F. Grenon	78	Derry, NH
	4	John G. Shaw	61	Manchester, NH
	9	Charles J. Costa	67	Manchester, NH
	10	William D. Day, III	49	Windham, NH
	29	Solange A. Loiselle	83	Manchester, NH
June	18	Florence M. Dean	85	Derry, NH
	19	Joseph V. Donahoe	69	Windham, NH
	26	Jane C. Day	73	Manchester, NH
July	2	Jean E. Delaney	57	Nashua, NH
	28	Ernest M. Taylor	39	Derry, NH
	30	Sr. Mary O. Mattison	95	Windham, NH
Aug.	5	Sr. Mary P. Girard	93	Windham, NH
	8	Richard W. Renaud	25	Windham, NH
	9	Donald M. Taylor	66	Manchester, NH
	13	Sr. Celine E. Mullane	94	Windham, NH
	20	Albert E. Wilson	68	Derry, NH
Sept.	2	John P. Charland	35	Windham, NH
Oct.	1	Younan K. Soueidan	72	Derry, NH
	2	William Yetman	79	Derry, NH
	8	Edward J. Manning	84	Derry, NH
	17	James R. Fisher	47	Windham, NH
	26	Tiabi MacLean	30	Derry, NH
	27	Joseph S. Virone, MD	44	Manchester, NH
Nov.	2	John M Kisielewski	50	Windham, NH
	9	Sherri A. Sampson	19	Windham, NH
	16	Donna M. Vitulli	39	Derry, NH
	30	Sr. M. Benedict Agnes Conway	86	Windham, NH
Dec.	17	Jane M. Rogers	56	Windham, NH

I hereby certify the above returns are correct according to the best of my knowledge and belief.

Respectfully submitted,

JOAN C. TUCK
Town Clerk

SCHOOL REPORTS
OF THE
SCHOOL DISTRICT
OF THE
TOWN OF WINDHAM
NEW HAMPSHIRE



1998

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SCHOOL OFFICERS



MODERATOR

Elizabeth Dunn

CLERK

Lucie Lachance

TREASURER

Rose C. Boda

SCHOOL BOARD

Roger Hohenberger	-----	1999
Katherine Smith	-----	1999
Richard Horrigan	-----	2000
Beth Ann Talbott	-----	2000
Marcia Unger	-----	2001

SUPERINTENDENT OF SCHOOLS

Raymond J. Raudonis

BUSINESS ADMINISTRATOR

Gerald P. Boucher

DIRECTOR OF SPECIAL SERVICES

Sandra A. Plocharczyk

BUILDING ADMINISTRATORS

James Flynn	-----	Golden Brook School
Maureen Bass	-----	Windham Center School
Stephen Plocharczyk	-----	Windham Middle School

SCHOOL NURSES

Marylou Linnemann

Kathy Watson

Elizabeth Rocheleau

DELIBERATIVE SESSION, 1998 ANNUAL MEETING



FEBRUARY 6, 1998

School District Moderator Betty Dunn called the meeting to order at 7:40 p.m. Students, Heather Riedaisch and Jack Viveiros presented the Colors. Jack led the assembled in the Pledge of Allegiance, which was followed by a moment of silence.

Moderator Dunn then introduced School District Clerk, Lucie Lachance, Windham School Board Members: Marcia Unger, Beth Ann Talbott, Rick Horrigan, Katy Smith, and Roger Hohenberger, School Superintendent Ray Raudonis, Attorney Robert Leslie and Business Administrator, Gerry Boucher.

Moderator Dunn explained that the deliberative session allows those present to make any additions or deletions to the warrant articles. She invited those present to vote on March 10, 1998 at Center School for school officers as well as the twenty-two (22) articles finalized at this meeting. Polls are presently scheduled to be opened from 8:00 a.m. to 8:00 p.m.

Moderator Dunn then read each article into the record.

Article 2 - To see if the Windham School District will vote to raise and appropriate the sum of ONE HUNDRED THIRTY-EIGHT THOUSAND EIGHTY-ONE DOLLARS (\$138,081). Said sum representing the additional costs attributable to the Collective Bargaining Agreement between the Windham Education Association and the Windham School District. (Recommended by the Windham School Board) Clerk was instructed to place Article 2 on the ballot.

Article 3 - To see if the Windham School District will vote to raise and appropriate the sum of FORTY-THREE THOUSAND THREE HUNDRED THIRTY-FOUR DOLLARS (\$43,334). Said sum of money being the amount necessary to fund a 3% salary increase and related costs, such as retirement and FICA for three (3) principals and seventy-six (76) support staff for the 1998-99 school year. (Recommended by the Windham School Board) Clerk was instructed to place Article 3 on the ballot.

Article 4 - To see if the Windham School District will vote to raise and appropriate the sum of FORTY-TWO THOUSAND ONE HUNDRED FIVE DOLLARS (\$42,105). Said sum of money being the amount necessary to purchase computers for the Windham schools. This article is consistent with the long range technology plan. (Recommended by the Windham School Board)

R. Hohenberger motioned, T. Case seconded, to delete "This article is consistent with the long range technology plan." Motion failed. Clerk was instructed to place Article 4 on the ballot.

Article 5 - To see if the Windham School District will vote to raise and appropriate the sum of THIRTY-FIVE THOUSAND DOLLARS (\$35,000). Said sum of money being the amount necessary to fund the salary and benefits of an additional second grade teacher at the Golden Brook School. (Recommended by the Windham School Board) Clerk was instructed to place Article 5 on the ballot.

Article 6 - To see if the Windham School District will vote to raise and appropriate the sum of THIRTY-FIVE THOUSAND DOLLARS (\$35,000). Said sum of money being the amount necessary to fund the salary and benefits of an additional seventh grade teacher at Windham Middle School. (Recommended by the Windham School Board) Clerk was instructed to place Article 6 on the ballot.

Article 7 - To see if the Windham School District will vote to raise and appropriate the sum of THIRTY-FIVE THOUSAND DOLLARS (\$35,000). Said sum of money being the amount necessary to fund the salary and benefits of an additional fourth grade teacher at Windham Center School. (Recommended by the Windham School Board) Clerk was instructed to place Article 7 on the ballot.

Article 8 - To see if the Windham School District will vote to raise and appropriate the sum of THIRTY-FIVE THOUSAND DOLLARS (\$35,000). Said sum of money being the amount necessary to fund the salary and benefits of an additional fifth grade teacher at Windham Center School. (Recommended by the Windham School Board) Clerk was instructed to place Article 8 on the ballot.

Article 9 - To see if the Windham School District will vote to raise and appropriate the sum of ONE HUNDRED SEVEN THOUSAND DOLLARS (\$107,000). Said sum of money being the total appropriation necessary to renovate the old Windham Police Station for use as a preschool at a cost of \$90,000 and to modify the existing preschool building to accommodate the need for additional classrooms at Golden Brook School at a cost of \$17,000. (Recommended by the Windham School Board) Clerk was instructed to place Article 9 on the ballot.

Article 10 - To see if the Windham School District will vote to raise and appropriate the sum of FORTY-SIX THOUSAND DOLLARS (\$46,000). Said sum of money being the total appropriation necessary to lease a new location for the preschool at a cost of \$29,000 and to modify the existing preschool building to accommodate the need for additional classrooms at Golden Brook School at a cost of \$17,000. (This appropriation will only be expended if Article 9 fails or if the old Windham Police Station is not available for use as a preschool.) (Recommended by the Windham School Board)

R. Hohenberger motioned, C. McMahon seconded, to amend appropriation amount to ZERO DOLLARS (\$0.00). Motion passed.

D. McDonald motioned, R. Horrigan seconded, to amend explanation to read: "This appropriation will not be necessary since the old Windham Police Station is expected to be available for use as a preschool." Motion passed.

Clerk was instructed to place Article 10, as amended, on the ballot.

Article 10 - To see if the Windham School District will vote to raise and appropriate the sum of ZERO DOLLARS (\$0.00). Said sum of money being the total appropriation necessary to lease a new location for the preschool at a cost of \$29,000 and to modify the existing preschool building to accommodate the need for additional classrooms at Golden Brook School at a cost of \$17,000. (This appropriation will not be necessary since the old Windham Police Station is expected to be available for use as a preschool.)

Article 11 - To see if the Windham School District will vote to raise and appropriate the sum of ONE HUNDRED FORTY-TWO THOUSAND ONE HUNDRED SIXTY-FIVE DOLLARS (\$142,165). Said sum of money being the amount necessary to purchase two modular classrooms. (Recommended by the Windham School Board) Clerk was instructed to place Article 11 on the ballot.

Article 12 - To see if the Windham School District will vote to raise and appropriate the sum of FIFTEEN THOUSAND DOLLARS (\$15,000). Said sum of money being the amount necessary to fund a half-time music teacher at the Windham Center School. (Recommended by the Windham School Board) Clerk was instructed to place Article 12 on the ballot.

Article 13 - To see if the Windham School District will vote to raise and appropriate the sum of FIFTY-FIVE THOUSAND DOLLARS (\$55,000). Said sum of money being the amount necessary to fund the salary and benefits of an assistant principal at the Windham Middle School.

(Recommended by the Windham School Board) Clerk was instructed to place Article 13 on the ballot.

Article 14 - To see if the Windham School District will vote to raise and appropriate the sum of THIRTY-FIVE THOUSAND DOLLARS (\$35,000). Said sum of money being the amount necessary to fund a half-time enrichment teacher at the Windham Center School. (Recommended by the Windham School Board) Clerk was instructed to place Article 14 on the ballot.

Article 15 - To see if the Windham School District will vote to raise and appropriate the sum of EIGHT THOUSAND THREE HUNDRED DOLLARS (\$8,300). Said sum of money being the amount necessary to fund two additional basketball teams, one "B" team for boys and one "B" team for girls at the Windham Middle School. (Recommended by the Windham School Board)

T. Crocker motioned, A. Desrosiers seconded, to amend the dollar amount of Article 15 to \$9,386 to include moneys for tennis and golf programs. Motion passed.

J. Gross motioned, K. Pocklington seconded, to increase the dollar amount of Article 15 by an additional \$1,800 for Odyssey of the Mind program. Motion failed.

R. Skinner challenged the validity of the previous motions stating that the original intent of Article 15 was changed. Attorney Leslie stated that the motions were within the scope of the deliberative meeting.

R. Hohenberger motioned, R. Horrigan seconded, to reconsider the amendment to Article 15. Motion passed.

R. Hohenberger stated that the intent of Article 15 had been changed and that the appropriation for the basketball teams could be jeopardized should the amendment stand. The body voted on T. Crocker's amendment to change appropriation to \$9,386. Motion failed, 28 yeas to 34 nays.

Clerk was instructed to place Article 15 on the ballot as originally presented.

Article 16 - To see if the Windham School District will vote to raise and appropriate the sum of TWENTY THOUSAND DOLLARS (\$20,000). Said sum of money to be used to complete architectural and engineering studies of the Windham School District facilities and sites for future construction to accommodate enrollment increases in the school district. (Recommended by the Windham School Board) Clerk was instructed to place Article 16 on the ballot.

Article 17 - To see if the Windham School District will vote to raise and appropriate the sum of THIRTY THOUSAND DOLLARS (\$30,000). Said sum of money being necessary to replace cafeteria tables at Golden Brook School. The tables being replaced have been used for more than twenty-two years and are no longer serviceable. (Recommended by the Windham School Board) Clerk was instructed to place Article 17 on the ballot.

Article 18 - To see if the Windham School District will vote to raise and appropriate the sum of TWENTY THOUSAND DOLLARS (\$20,000). Said sum of money is the amount necessary, in addition to \$15,000 contained in the operating budget, to fund the salary and benefits of a full-time field and grounds maintenance position in the district. (Recommended by the Windham School Board)

T. Massahos motioned, G. Webster seconded to amend appropriation amount to ZERO DOLLARS (\$0.00). Motion failed. Clerk was instructed to place Article 18 on the ballot.

Article 19 - To see if the Windham School District will vote to raise and appropriate the sum of NINE THOUSAND THREE HUNDRED SIXTY DOLLARS (\$9,360). Said sum of money for a late bus to transport Windham students from Salem High School. This bus would run in

concurrent with the Salem School Calendar. (Submitted by petition) (Not Recommended by the Windham School Board) Clerk was instructed to place Article 19 on the ballot.

Article 20 - To see if the School District will vote to create a COOPERATIVE SCHOOL DISTRICT PLANNING COMMITTEE to study the advisability, evaluating all grade levels, of establishing a cooperative school district with the Pelham School District, to see if the District will raise and appropriate the sum of TWO HUNDRED DOLLARS (\$200.00) to meet any expenses of this Committee; to see if the District will authorize the Moderator to appoint three members, of whom one must be a Windham School Board Member. (Submitted by Petition) (Not Recommended by the Windham School Board)

R. Horrigan motioned, R. Skinner seconded to amend the appropriation for Article 20 to ZERO DOLLARS (\$0.00). Motion passed.

M. Case motioned, R. Horrigan seconded to amend Article 20 to read in part: "...not to create, ...not to study, ...not to authorize." Motion failed.

Clerk was instructed to place Article 20, as amended, on the ballot.

Article 21 - In accordance with RSA 197:3 (authorization for Special Meeting on cost items) shall the Windham School District if Article 2 is defeated, authorize the governing body to call one special meeting at its option, to address Article 2 cost items only. (Recommended by the Windham School Board) Clerk was instructed to place Article 21 on the ballot.

Article 22 - Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles, the amounts set forth on the budget posted with the warrant, for the purposes set forth therein, totaling \$12,845,899. Should this article be defeated, the operating budget shall be \$12,676,747 which is the same as last year, with certain adjustments required by previous action of the school district, or by law, or the governing body may hold one special meeting in accordance with RSA 40:13 X and XVI to take up the issue of a revised operating budget only.*

*NOTE: Warrant Article 22 (operating budget) does not include appropriations proposed under any other warrant articles.

M. Case motioned, J Gross seconded, to add \$3,500 to the appropriation for tennis, golf and Odyssey of the Mind programs. Total appropriation for Article 22 would be \$12,849,399. Motion passed.

R. Hohenberger motioned, B. Talbott seconded, to lower the appropriation by \$100,000. Total appropriation for Article 22 would be \$12,749,399. Account #1-1100-00-5561-299 Tuition to NH LEA's would become \$3,321,653.00. Motion passed, 36 to 21.

Clerk was instructed to place Article 22, as amended, on the ballot.

R. Hohenberger motioned, B. Talbott seconded, to recommend Article 10 as amended. Motion passed 3-2.

M. Unger motioned, R. Hohenberger seconded, to recommend Article 23 as amended. Motion passed 5-0.

Moderator Dunn thanked the body for their participation and volunteers for WCTV51 for televising the proceedings. She reminded all to vote on March 10, 1998 at Center School.

Meeting adjourned at 9:55 p.m.

Respectfully submitted,

LUCIE LACHANCE
School District Clerk

ANNUAL SCHOOL DISTRICT ELECTION



MARCH 10, 1998

The Windham School District Election was held on March 10, 1998 between the hours of 7:00 a.m. and 8:00 p.m. at Center School, Lowell Road, Windham, N.H.

Those present included: Peter Griffin, Town Moderator, Joan Tuck, Town Clerk, Betty Dunn, School District Moderator, Lucie Lachance, School District Clerk, Supervisors of the Checklist, and Ballot Clerks. Roger Hohenberger and Katy Smith were in attendance for the official count after the polls had closed at 8 p.m.

Ballots were publicly opened by School District Clerk and Supervisors. There were 6484 names on the checklist and 1453 votes cast.

The following were duly elected:

For **SCHOOL BOARD MEMBER** for three years:

Marcia Unger 1108 Votes

For **SCHOOL DISTRICT MODERATOR** for one year:

Elizabeth Dunn 1198 Votes

For **SCHOOL DISTRICT TREASURER** for one year:

Rose Boda 1189 Votes

For **SCHOOL DISTRICT CLERK** for one year:

Lucie Lachance 1128 Votes

The following school district warrant articles were also voted on as follows:

Article 2	Yes 901	Article 3	Yes 933
	No 505		No 481
Article 4	Yes 963	Article 5	Yes 867
	No 463		No 555
Article 6	Yes 852	Article 7	Yes 840
	No 564		No 585
Article 8	Yes 779	Article 9	Yes 865
	No 645		No 563
Article 10	Yes 714	Article 11	Yes 637
	No 589		No 774
Article 12	Yes 847	Article 13	Yes 451
	No 564		No 956
Article 14	Yes 661	Article 15	Yes 722
	No 744		No 691
Article 16	Yes 831	Article 17	Yes 997
	No 577		No 416
Article 18	Yes 612	Article 19	Yes 552
	No 792		No 864
Article 20	Yes 604	Article 21	Yes 774
	No 762		No 567
Article 22	Yes 874		
	No 493		

Elected officials will be sworn in at the March 14, 1998 town meeting.

Respectfully submitted,

LUCIE LACHANCE
School District Clerk

SCHOOL BOARD REPORT



This year, the School Board's activities have been dominated by the stark reality of the need for additional space and formulating a solution for the overcrowding conditions beginning to prevail throughout the schools. Windham's escalating housing growth is providing unprecedented school population growth, this year adding 76, or 5.5% more students in Transition through Eighth grade.

Changes within the allocation of classroom space can be seen at Golden Brook, Center, and the Preschool level. In March, the Windham voters approved the transition of the old Police Station to be used as the district Preschool facility. The old Police Station was revitalized and upgraded to provide a Preschool facility for children from ages three to six, identified with special needs. With this facility in place, the O'Hare building, previously housing the preschool program, was modified to accommodate two classroom spaces. Due to the influx of students and lack of space in Golden Brook, two of the second grade classes were moved into the O'Hare building. Under the guidance of Gerry Boucher, Business Administrator, both facilities were operational by September for this school year.

Center School also felt the brunt of the influx of additional students. In March, the voters approved the addition of two teacher positions at Center School to maintain student-teacher ratios of 25:1. At the same time, the voters also defeated the proposal for portable classrooms. This required the administration to vacate the Center School library and resource room in favor of additional classrooms. The library was then relocated into the Principal's office and the resource room was placed in the School Psychologist's office. Although providing the two classrooms, this condition is not conducive to allowing for the educational standard deserving of the students.

With the appropriation of \$20,000 by the voters in March for architectural and engineering studies attributable to new space development, the board secured Trace Educational Services to assist with the development of a space expansion program for the next ten years for the Windham schools. Commensurate with the Trace Final Report in August, the Facilities Planning Committee and School Board hired the architectural firm of Frank and Paul Marinace to outline a building program to satisfy the needs of the district. This proposal includes the revitalization of Center School, an addition of 37,200 square feet of new space at Center School, and the addition of 14,200 square feet of new space at Middle School. Under this proposal, the third grade would move up to Center, freeing up needed space at Golden Brook, while providing for adequate core and classroom facilities at Center and Middle Schools for the incoming students. Also related to student growth, the voters in March overwhelmingly supported the initiation of an Impact Fee program designed to help offset the School Capital costs attributable to new development. This program has successfully raised in excess of \$240,000 in the first year of existence, which will be used toward the new building program.

During this past year, the Board also adopted new policies regarding the use of technology within the classrooms. With the award of \$50,000 in grant monies secured by the district Technology Coordinator, Terry Bullard, the schools were provided Internet access. An Intranet between all the schools and the SAU building was implemented using this grant. This allows for greater utilization of technology in the curriculum, as well as providing for increased efficiency in administrative services.

The board, recognizing the need for continued improvement, updated the priorities for this school year based on the Frameworks for Quality program. In addition, the School Councils met regularly to monitor and advance educational initiatives within each of the three schools. The Program Evaluation and Review Committee, under the direction of the board, began the process of examining the performance of the Transition program in an effort to better tailor the program to the needs of our incoming first graders.

The district entered the fourth year of New Hampshire Educational Improvement and Assessment testing. The results of the testing highlighted the need for additional improvement in the test scores of Windham children. For the third year running the scores, although remaining above State averages, declined. Throughout the upcoming year, analysis and remedial actions will be taken to improve on the students' performance.

The board carried out other regular activities including approval of new staffing requirements and adoption of a new student Dress Code. Negotiations with the Windham Educational Association resulted in the formation of a new Early Retirement policy. It was also with regret that the board accepted the resignations of Beth McGuire, Kathy Gage, Susan Caron, and Nancy Shrull, all of whom provided the district with many years of service.

The board wishes to thank all of the many volunteers and personnel who make the education of our children possible and pray the future will bring more enriching opportunities for the educational advancement of our children.

Respectfully submitted,

ROGER HOHENBERGER
Chairman

SUPERINTENDENT'S REPORT



To the Citizens of Windham.

The most compelling issue of the last year has been that of accelerated growth in student population experienced for the second time in two years. The growth in elementary student enrollment had averaged 2.5% for a fifteen-year period, until 1997 and 1998 when the rate doubled to more than 5% in each year. Golden Brook School literally ran out of classrooms, prompting the relocation of two second grade classrooms to the O'Hare Building which became available when the former police station was pressed into service as the location of the special education preschool program. The addition of two needed classroom teachers at Center School resulted in the library being moved to the area that previously served as the school office and the resource room being relocated in what had been office spaces for the special education program in order to have the needed classrooms. In 1998, only the Middle School had available space without relocating programs or reducing services. In September of 1999, the Middle School will use its last remaining available classroom, and will have to face the same problems that exist at the other Windham schools.

The school board received the blessing of the voters to conduct a study of the educational needs of the district. The study included an examination of the present conditions of our facilities, their capacities, compliance with state and federal regulations for safety and handicapped accessibility, how space was utilized, the capacity of each site to accommodate growth and the best use of each building in light of growing enrollments.

Armed with the report compiled by TRACE Educational Services, the Facilities Planning Committee and school board members committed themselves to finding the best solution to the district's space needs for the next ten years. They did so knowing that by 2008 the school district would again be faced with the need for additional classrooms and that any building proposal maximize current assets (land and facilities), and provide a bridge to the next building program in the future. The revitalization and additions to Center School and additions to the Middle School accomplishes this while retaining the district's ability to do future building on the Middle School site, thereby saving the cost of land acquisition. It is this plan that will be presented to voters at the two sessions of the annual school district meeting.

The 1998-1999 Fall Enrollments were:

Grade 1*	242	Grade 5	180	Grade 9	131
Grade 2	181	Grade 6	179	Grade 10	127
Grade 3	176	Grade 7	162	Grade 11	125
Grade 4	191	Grade 8	148	Grade 12	117

*Includes Transitional first grade

Historically, the following has been true of our enrollments:

<u>Year</u>	<u>Students</u>	<u>Year</u>	<u>Students</u>	<u>Year</u>	<u>Students</u>
1988	1596	1992	1630	1996	1834
1989	1545	1993	1680	1997	1893
1990	1552	1994	1706	1998	1959
1991	1593	1995	1782	1999	*2025

*Projected

This chart reflects enrollment in twelve grades. What is not clear from it is that the bulk of growth in student enrollments has been in grades one through eight. In 1988, we had 503 high school students, compared to 500 in 1998. In 1988, we had 1093 students in the first eight grades, compared to 1459 in the fall of 1998, a difference of 366 students attending school in Windham.

Using the district's long-range plan, A Framework for Quality, the Windham School Board establishes priorities annually. These priorities provide an ongoing focus for initiatives in each building, for faculty and administrative goals, and for the efforts of school councils. With the oncoming reorganization of the New Hampshire State Department of Education's Professional Development program, there will be a relationship between the professional development activities of teachers and the educational improvement goals of the school district. In other words, re-certification of our teachers will be directly connected to district initiatives to improve teaching and learning. The Windham School Board's priorities for 1998-99 are:

LONG TERM PRIORITY (3 - 5 YEARS)

1. Character Development. This priority is drawn from Framework for Quality indicators A8 and A11, and applies in grades T through 8. It appears for the first time and is intended to reflect the district's interest in developing sound character, integrity, respect, responsibility, good decision making, the avoidance of risky behaviors, and other generally accepted values. Action steps call for classroom forums, active involvement of guidance counselors, parent education and involvement, and guidelines that can be integrated into district curriculum.

MID TERM PRIORITIES (2 - 4 YEARS)

1. Create a school district master plan. This priority continues and reflects Framework for Quality indicator B6 and calls for the assembly of a planning document that covers district efforts in curriculum, technology, facilities, staffing, growth, etc. Much of this work has been addressed and needs to be organized by board and administration.
2. Expand teacher evaluation to include peer reviews, portfolio assessment, parent/student input. We are in the process of developing plans that could result in our use of a process called 360-degree feedback as part of our evaluation process.
3. Provide consistent instruction in technology to all students. This objective will initially be referred to Mrs. Bullard and the Technology Committee. Among the goals for this priority will be the inclusion of technology related skills and objectives in all subject areas at all grade levels.
4. Provide developmentally appropriate programming for all grade levels. This continues to be a priority in every classroom. At the district level one related initiative will be a PERC review and study of the Transition program.

SHORT TERM PRIORITIES (1 YEAR)

1. Analyze the current enrichment program and revise its implementation to meet the needs of all students. This priority is continued from 1997-1998 in order to create a more formal study of what this program should be, at all grade levels, and what is necessary to accomplish this. We expect a more formal process with quality information to inform the board and community.
2. Parents need to be informed and involved in the education of their children if that education is to be effective. Although we are doing better with informing parents through school newsletters and weekly notes, it is important to consider going further in involving parents in meaningful ways. This objective relates tightly to the next one.

3. We need to create the opportunity for parents to come together to see children's work, ask questions pertaining to curriculum, and discuss parenting issues with other parents. The relationship to the prior objective is an obvious one, and together they open the door to even more ways of getting parents actively engaged as a partner in the education of their children. Activities that assist parents to assist teachers by helping children learn to read is an example of how we can work toward these two priorities.

ONGOING

1. The school board shall provide policies on practices to make schools safe for all inhabitants.
2. We need to maintain an active and effective volunteer program.
3. Review curriculum and programs among the bridge grades of our schools to facilitate transition between schools.
4. We will monitor and communicate to parents, the effectiveness of the implementation of the code of behavior in a manner which assures fairness, consistent application and universal implementation. (Monitor and report 1999-2000).

This ambitious agenda exists in tandem with the every day efforts of teachers to implement a rigorous standards-based curriculum in each classroom. Our curriculum has been aligned with statewide curriculum frameworks and, interestingly, our most recent test scores in grades three and six went down. Although still above state averages, we expect that the quality of Windham's instruction will have improving results rather than declining results on the New Hampshire Educational Improvement and Assessment Tests. Teachers work hard to analyze individual and group results, look for trends, seek out areas that appear to need improvement, and review local curriculum for necessary emphasis. Information is communicated across and between grades and from school to school to ensure that we are focused as a district.

The efforts of the New Hampshire Legislature to derive a solution to the school funding issue, as directed by the State Supreme Court ruling, is a compelling drama. The Supreme Court's decision that the State had a duty to provide an adequate education to New Hampshire's children means that the heavy reliance on local property taxes to fund education will undergo some type of change. The court imposed deadline of April 1, 1999 creates extraordinary pressure to agree on a definition of adequacy, determine a cost for an adequate education for every student, determine a statewide total cost and find a funding source to meet the costs. We will literally see history unfolding in our state, and I am confident that the wisdom and commitment of Windham's legislative delegation, in concert with their colleagues in the house and senate, will thoughtfully and conscientiously meet this challenge. We live in interesting times.

In the final analysis, we are blessed by outstanding people in Windham. Teachers, students, parents, volunteers, SAU staff, interested citizens, school board, principals, and on and on. Thank you for keeping our children first in your decision making and for a collective commitment to teaching and learning.

Respectfully submitted,

RAYMOND J. RAUDONIS
Superintendent of Schools

DIRECTOR OF SPECIAL SERVICES REPORT



Over the course of the 1997-98 school year, the Windham School District provided special education and educationally related services to a total of two hundred sixty-six students between the ages of three and twenty-one. In Windham, special education students represented close to 12% of all students enrolled in transition through grade 12. These students have been identified through a comprehensive referral and evaluation process, and classified in one or more of the 14 areas of disability, as defined in state and federal regulations. The services provided by the Windham School District are individually determined by a team of people knowledgeable about the student, including parents, and are designed to ensure that each child's educational needs are met within the least restrictive environment, to the greatest extent that is possible and appropriate.

A full range of special education and educationally related services is available to Windham students in all three of Windham's schools, as well as through the Windham-Pelham Preschool (in its new location at the former Windham Police Station), Salem High School, and Pinkerton Academy. These services are described in detail in the Local Special Education Plan, which is housed in the Office of the Superintendent of Schools. In accordance with SAU 28's local Child Find Program, referrals for students between the ages of 0 and 21 who are suspected of having an educational disability can be made at any time by contacting the Director of Special Services. A continuum of alternative educational environments is available for students identified with special needs between the ages of 3 and 21 and includes full or part-time participation in regular classrooms with specially designed modifications and/or special education instruction and consultation, individual or small group support within a resource setting, as well as placement outside the local, public school if determined necessary. A variety of educationally related services are also available, again, based upon students' individualized education programs. These include physical and occupational therapy, counseling, speech/language therapy, vision therapy, behavior management, and rehabilitation counseling.

Project applications for federal monies were completed in May and submitted to the Department of Education for approval and funding in conjunction with Windham's Consolidated Grant Application. Entitlement monies received for the 1997-98 school year were allocated to the support of in-district programs. Preschool funds were combined with funding from three other school districts to continue the Regional Preschool Improvement Project, which was organized and managed by Southeastern Regional Education Service Center, Inc. (SERESC). The goal of this project was to provide technical assistance, training and support for the families and staff of participating preschool programs in order to maximize inclusionary opportunities for preschool children with disabilities. Through the project, specialized services of several consultants and therapists were provided. SERESC also coordinated the regional child check program with federal funds from four local districts. In October, the Golden Brook School hosted SAU 28's Saturday screening, one of four which took place throughout the fall and winter months, for the purpose of determining the existence of educational disabilities for students between the ages of 0 and 5 years. Follow up appointments were made with members of the district team for those students requiring further testing in accordance with initial screening results.

Consultative and direct services to support augmentative communication needs of children were contracted with I.D.E.A. entitlement funds. Also funded were the salaries of three instructional assistants to support programs and services at the preschool and Windham Middle School and training activities for both teachers and instructional assistants.

Additional I.D.E.A. dollars received for FY'98 were allocated to the development of an Augmentative Communication Team. This district team, comprised of a speech/language pathologist, physical therapist, occupational therapist, and one outside consultant, provided ongoing, comprehensive diagnostic services to identify and maintain appropriate assistive technology supports for several students within the district. Creation of this local team has been a very successful endeavor resulting in positive outcomes for students who experience significant educational disabilities.

Title I monies funded the salaries for four tutors who provided remedial math and reading instruction to approximately 80 students in all three of Windham's schools (grades 2-8). Participation in these programs remains based on several selection criteria, including teacher referral, standardized test scores, and classroom performance.

As always, thanks are extended to the Windham community, members of the Windham School Board, and the administrators and faculty of Windham's schools, for their continued efforts on behalf of all students, and their continued support for our students with educational disabilities.

Respectfully submitted,

SANDRA A. PLOCHARCZYK
Director of Special Services

PRINCIPAL'S REPORT



GOLDEN BROOK SCHOOL

This 1997-98 school year, we experienced considerable growth in our student population. Our school enrollment for grades T-3 reached 600 students, with an all-time high of 245 first graders. This put a considerable strain on the school to accommodate this enrollment. We sent two second grade classes to the O'Hare Building located next door. Space has become a major issue at Golden Brook. An addition is being proposed to Center School to ease this situation. Grade 3 would move to Center in this plan.

We hired five new teachers this year for new positions and to replace some veteran teachers like Beth McGuire and Kathy Gage, who left after many years of service to the district. The staff is actively working on improving the State of New Hampshire testing scores, implementing a new reading series, and establishing communications between grades, especially our bridge grades of 3rd to 4th.

The Golden Brook School Volunteer Program received recognition from the State association, New Hampshire Partners in Education, as a Blue Ribbon School for its outstanding volunteer program. Ginny Campiola and Patti Letizio have done a great job as coordinators of our program. The PTA continues to be a great source of support for our schools with the many projects they undertake for the benefit of our students.

The staff and I want to thank the community groups, the parents and citizens of Windham for their continued interest and support of our programs at Golden Brook School. I also want to extend my appreciation to the SAU #28 staff and Windham School Board for their continued support.

Respectfully submitted,

JAMES FLYNN
Principal

PRINCIPAL'S REPORT



WINDHAM CENTER SCHOOL

Windham Center School has just finished their first year under a new administration. The 1997/1998 school year can be characterized as a year of positive growth. This positive growth, coupled with exciting educational experiences such as hands on science and math instruction, increased use of computers and technology in instruction and cooperative learning groups in language arts have helped create a positive school climate for all.

This year we had parents open their homes to hold coffee socials. These enabled parents to know our goals for our students and share their concerns. Twelve socials were held during the school year at different times of the day and evening, so working parents could attend.

The PTA volunteer program continues to grow and become more active in our classrooms. We were awarded the Blue Ribbon School Award in recognition of an exemplary volunteer program. The large number of parents who participate in the program is very much appreciated by all of us here at Center School.

We are working hard to promote a safe, learning environment for our students. During this past year, we have implemented a Caught Being Good Program. Each month we have a drawing of all students who were caught being good. The winners receive a \$5.00 gift certificate to Barnes and Noble. This program has helped children learn what an act of kindness is, and has helped develop a positive awareness among the student body.

Our teachers were members of a group of teachers from the district that were part of a Math Assessment Committee this past summer. This year we plan on working to develop assessments that will be used in our math classrooms.

The hallways in Center School had the tiles removed this summer for the asbestos removal. This project was a success. We now have new tile with hallway runners.

We are implementing a Looping program here at Center School for the 1998/1999 school year. Two classes of fourth grade, and two classes of fifth grade will have the opportunity to participate in this proven educationally sound program. Looping is a practice which allows single grade teachers to remain with the same class for more than one year. We are excited about this program, it is another way we are meeting the varied needs of Center School students.

Lucent Technologies donated their talents, and along with PTA volunteers, painted a map of the United States onto our play area. There are activities that will be used by classroom teachers using the map. We are very grateful for their charitable donation.

It is my sincere pleasure to express my thanks to our students, parents, and staff. Without their support of the school's effort and direction, the positive things that we are trying to accomplish would be impossible. Our combined efforts will enable students to succeed to the best of their ability. Please come and visit, see the positive and active learning taking place daily at Center School.

Our standards remain high - we have not yet wavered from our commitment to achieve our goals.

Respectfully submitted,

MAUREEN BASS
Principal

PRINCIPAL'S REPORT



WINDHAM MIDDLE SCHOOL

The 1997-1998 school year was a very busy and productive year for students and staff. Many of our efforts centered around planning for growth in our student population and the additional staff required to meet that growth. To that end, a new teacher was added to grade 6, and we expect that trend to continue to grades seven and eight in the next two years.

Staff training was also a priority and many of our Middle School teachers were involved in workshops and programs that focused on technology education, school to career initiatives, better assessment of student performance, and dealing with students challenging behaviors. Time was also devoted to analyzing the New Hampshire Educational Improvement and Assessment test to determine strengths and weaknesses in our curriculum. We were pleased that, once again, Windham sixth graders scored above the State averages in all categories.

Student participation in extra-curricular and co-curricular activities continues to be a vital element of the Middle School experience. Our interscholastic athletic programs provide opportunities for students to participate in cross-country, field hockey, boy's and girl's basketball, track and field, softball, baseball, the tennis club, and cheerleading. Participation also continues to grow in our art club, yearbook club, chess and computer club, ski club, and drama club. Well over 50% of our students are actively involved in our music program. Our Odyssey of the Mind teams and Earth Shuttle program continues to provide challenging experiences for our students. Our sincere thanks to all the staff members and parent volunteers who make these programs so successful.

On behalf of Windham Middle School, I would like to thank the citizens of Windham for their continued support of our educational efforts. In addition, the dedication of the Windham School Board, the Superintendent and his staff, the PTA, the Middle School staff, and our students will ensure our continued success.

Respectfully submitted,

STEPHEN PLOCHARCZYK
Principal

SCHOOL COUNSELORS' REPORT



As the Counselors of the Windham School District, we take this opportunity to present an overview of our role in the school system with reference to our 1998-1999 activities. Academic performance has an integral relationship to the social, physical, and emotional changes of student development.

Mrs. Leslie Stafford is now a full-time Guidance Counselor at Center School. As part of her responsibilities, she is teaching social skills to third grade students on Friday afternoons at Golden Brook School. Ms. Christa van der Smissen, School Counselor at the Middle School, and Mrs. Sally Hunt, School Counselor for Golden Brook School, are continuing their joint effort in making Middle School peer assistants available to students at Golden Brook School. At Center School, Mrs. Leslie Stafford is developing a peer mediation program. Ms. van der Smissen is continuing her doctoral studies.

As members of the School to Work Committee, we are directly involved in facilitating the implementation of this initiative. The committee's goal is to develop a sequential curriculum which will be available to all students throughout the Windham Schools. To date, the competencies have been developed. Teachers throughout the District are presently piloting activities, which facilitate the connection between school and the world of work. Windham Middle School 8th grade students are developing career portfolios which will follow them to Salem High School. As part of the school to work initiative, Mrs. Sally Hunt has a student intern from Pelham High School who is involved in classroom presentations.

The major portion of our time is spent counseling students individually and in groups, including crisis intervention regarding school, peer, and home problems. In addition, we regularly enter classrooms and give guidance presentations to students through the eighth grade. Topics include conflict resolution, decision making skills, stress management, coping skills, bullying, violence prevention, peer pressure, self-esteem, personal safety, body image, feelings, and values clarification. Social skills presentations are offered in each school. The program is developmental and sequential in nature. Throughout the year, we meet with parents and teachers concerning students and their problems. Consultation with teachers and administrators is an ongoing process. We are an active part of the Special Education Teams at our respective schools. As team members, we participate in all meetings, conduct student observations, administer testing as requested by the School Team, consult with teachers, and make recommendations to parents and staff. We also take an active role in the transition of students from Golden Brook School to Center School, from Center School to the Middle School, and from the Middle School to Salem High School.

As Counselors in the school system, our services are often indirect and difficult to quantify. Based on the number of students and families we service, the quality of time we devote to both problems and prevention would point to a successful school year. It has been our experience that the positive, preventative aspects of guidance and counseling can have long-term effects on students attitudes, knowledge, and decision-making, leading them to effective study skills, good citizenship, and greater productivity. Our efforts are enhanced as home and school work as a team toward the same goals. As School Counselors, we are able to work with students fostering mutual respect, cooperation, responsibility, and self-reliance.

Respectfully submitted,

CHRISTA VAN DER SMISSON

SALLY HUNT

LESLIE STAFFORD
Counselors

SCHOOL NURSES' REPORT



As enrollments in our schools continue to increase, our three health rooms continue to be busy places. The school nurses at all three schools focus on three areas of practice.

Evaluation and treatment of students with illness or injury is an ongoing responsibility. Fortunately, most student visits to the health room are for relatively minor ailments. However, we occasionally must deal with serious emergency situations requiring speedy consultation and referral involving parents and/or other medical professionals. Follow up and monitoring a student's return to school is sometimes part of this process.

Screenings for height, weight, blood pressure, vision, hearing, scoliosis, pediculosis, and review and updating of immunization records are all done each year. These activities all help our students emphasize maintaining health and wellness. They also help insure that medical conditions which may interfere with a student's ability to learn are addressed and corrected quickly and followed up regularly.

Health education is carried out in all of our schools in a number of ways. Individual informal health counseling with students, consultation with parents and school staff, and classroom instruction are all ways that the school nurses interact with members of our community.

The school nurses are also involved with the Special Education and Inclusion programs, school crisis teams, staff health maintenance programs and PTA volunteer programs.

The support of school administration, staff, Dr. Douglas Eddy, our school physician, the Windham Fire Department, and school volunteers have all been essential to our health rooms. We appreciate the assistance and support which has, as always, been so generously offered.

Respectfully submitted,

MARY LOU LINNEMAN, BA
Middle School

KATHY WATSON, BSN
Center School

BETTY ROCHELEAU, BSN
Golden Brook School

SCHOOL DISTRICT TREASURER'S REPORT



FISCAL YEAR JULY 1, 1997 TO JUNE 30, 1998

SUMMARY

Cash on Hand July 1, 1997 (Treasurer's Bank Balance)		\$ 33,689.15
Received from School Districts:		
Pelham	\$ 213,412.00	
Windham	213,840.00	
Received from all Other Sources	29,927.52	

TOTAL RECEIPTS		457,179.52

TOTAL AMOUNT AVAILABLE FOR FISCAL YEAR (Balance and Receipts)		\$ 490,868.67
LESS SCHOOL BOARD ORDERS PAID		463,134.98

BALANCE ON HAND JUNE 30, 1998		\$ 27,733.69

Respectfully submitted,

ROSE C. BODA
District Treasurer

DEPARTMENT OF REVENUE ADMINISTRATION



Town of Windham

October 16, 1998

SCHOOL PORTION

Due to Local School	\$ 12,470,559.00
Due to Regional School	0.00
LESS: Shared Revenues	- 100,885.00

Net School Appropriation	\$ 12,369,674.00
Special Adjustment	0.00

APPROVED SCHOOL(S) TAX EFFORT	\$ 12,369,674.00
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SCHOOL(S) TAX RATE	\$15.87
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Respectfully submitted,

ANDREA M. REID, CPA

ENROLLMENT



ENROLLMENT IN ELEMENTARY AND MIDDLE SCHOOLS

GRADE	1998-99
1	242
2	181
3	176
4	191
5	180
6	179
7	162
8	148

TOTAL	1459

ENROLLMENT IN SALEM HIGH SCHOOL

The following tabulation shows the number of high school pupils by grades and the tuition rate:

1998-1999	9 th	10 th	11 th	12 th	Total	Tuition
Salem High School	131	127	125	117	500	\$6130

DISTRIBUTION OF SUPERINTENDENT'S SALARY

Windham	50.0%	\$ 41,265.00
Pelham	50.0%	41,265.00

		\$ 82,530.00

DISTRIBUTION OF BUSINESS ADMINISTRATOR'S SALARY

Windham	50.0%	\$ 31,142.50
Pelham	50.0%	31,142.50

		\$ 62,285.00

INDEPENDENT AUDITOR'S REPORT



To the Members of the School Board
Windham School District
Windham, New Hampshire

We have audited the accompanying general-purpose financial statements of the Windham School District as of and for the year ended June 30, 1998 as listed in the table of contents. These general-purpose financial statements are the responsibility of the School District's management. Our responsibility is to express an opinion on these general-purpose financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

The general-purpose financial statements referred to above do not include the general fixed assets account group which should be included in order to conform with generally accepted accounting principles. As is the case with most municipal entities in the State of New Hampshire, the Windham School District has not maintained historical cost records of its fixed assets. The amount that should be recorded in the general fixed assets account group is not known.

In our opinion, except for the effect on the financial statements of the omission described in the preceding paragraph, the general-purpose financial statements referred to above present fairly, in all material respects, the financial position of the Windham School District as of June 30, 1998, and the results of its operations for the year then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the general-purpose financial statements of Windham School District taken as a whole. The combining and individual fund financial statements listed as schedules in the table of contents are presented for purposes of additional analysis and are not a required part of the general-purpose financial statements of the Windham School District. Such information has been subjected to the auditing procedures applied in the audit of the general-purpose financial statements and, in our opinion, is fairly presented in all material respects in relation to the general-purpose financial statements taken as a whole.

Respectfully submitted,

PLODZIK & SANDERSON
Professional Association

Note: Materials relating to the Auditor's Report are available for review. Any person or persons wishing to review this document can do so by visiting the Office of the Superintendent of Schools, 19 Haverhill Road, Windham, NH during the hours of 8:00 am to 4:00 pm.

July 17, 1998

PROFESSIONAL STAFF LISTING



FULL NAME	ASSIGNMENT	DEGREE	CONTRACT	LONGEVITY	EXTRA/CO CURRICULAR	COMM. SVC.
Abraham, Stephanie	Special Needs Teacher	BACH	\$ 37,290	\$ 0	\$ 0	\$ 0
Accardo, Sara	Special Needs Teacher	BACH	38,991	1,200	0	0
Aherne, Meredith	Grade 5 Teacher	BACH	33,817	0	0	100
Albach, Alicia	Special Needs Teacher	MAST	38,040	0	650	0
Barry, Kathleen	Readiness Teacher	BACH	42,094	1,400	0	0
Blenis, Irene	Grade 7 Teacher	BACH	38,991	1,400	950	0
Boisvert, Carl	Grade 8 Teacher	MAST	47,232	0	0	0
Boynton, Todd	Physical Education	BACH	35,408	0	2,320	0
Briand, Kristine	Music	BACH	30,064	0	1,710	0
Burns, Peter	Grade 5 Teacher	MAST	28,907	0	0	0
Carleton, Kathryn	Grade 3 Teacher	BACH	40,512	1,200	0	100
Caswell, Melissa	Special Needs Teacher	BACH	27,795	0	0	0
Cherbonneau, Mark	Physical Education	BACH	38,991	0	547	0
Colantuono, Dolores	Grade 8 Teacher	BACH	40,512	1,200	0	420
Corrigan, Mary Elaine	Enrichment Teacher	MAST	47,232	1,200	832	100
Crocker, Theresa	Special Needs Teacher	MAST	45,452	1,400	832	510
Daigle, Gay	Inclus. Facilitator	MAST	47,232	0	0	100
Denneen, Wendy	Grade 7 Teacher	MAST	47,232	1,400	0	0
Desfosses, Kathleen	Grade 4 Teacher	BACH	35,694	0	950	520
Doherty, Laurie	Grade 3 Teacher	MAST	43,740	1,200	0	180
Donegan, Nancy	Grade 2 Teacher	BACH	40,512	1,700	0	280
Dorman, Nancy	Grade 1 Teacher	BACH	28,907	0	0	100
Dube, Heather	Readiness Teacher	BACH	24,710	0	0	0
Dufour, Sheryl	Grade 5 Teacher	MAST	45,452	1,200	0	0
Fahey, Nancy	Grade 7 Teacher	MAST	47,232	1,400	0	100
Fava, Martha	Grade 7 Teacher	BACH	25,669	0	0	0
Fay, Sherry	Grade 3 Teacher	BACH	23,760	0	0	0
Finch, Debra	Grade 2 Teacher	BACH	40,512	1,200	0	100
Finnegan, Erin	Physical Education	BACH	40,274	2,257	0	0
Fothergill, Nancy	Music	BACH	42,094	0	0	0
Frigon, Eileen	Grade 7 Teacher	BACH	42,094	1,700	0	160
Goldthwaite, Andrea	Grade 3 Teacher	MAST	47,232	1,200	0	400
Guelli, Susan	Grade 4 Teacher	MAST	47,232	1,200	0	340

FULL NAME	ASSIGNMENT	DEGREE	CONTRACT	LONGEVITY	EXTRA/CO CURRICULAR	COMM. SVC.
Guessetto, Jeanne	Grade 2 Teacher	BACH	23,760	0	0	0
Haas, Tracie	Grade 1 Teacher	BACH	28,907	0	0	100
Hardy, Jenna	Grade 5 Teacher	BACH	24,710	0	0	0
Harrington, Ann	Grade 5 Teacher	MAST	43,740	1,700	440	220
Hayward, John	Grade 8 Teacher	MAST	43,740	1,200	1,402	0
Hone, Sharon	Grade 7 Teacher	MAST	45,452	0	832	300
Hunt, Deborah	Grade 4 Teacher	BACH	40,512	1,200	0	0
Hunt, Jonathan	Grade 3 Teacher	BACH	42,094	1,700	0	0
Hunt, Sally	Guidance Counselor	MAST	45,452	0	0	0
Iannuzzi, Lisa	Reading Teacher	MAST	41,382	0	0	0
Irwin, Linda	Reading Coordinator	MAST	45,452	1,700	0	540
Ivey, Kathryn	Speech Pathologist	MAST	43,740	0	0	0
Kite, Jennifer	Speech Pathologist	MAST	47,232	1,200	0	199
Klein, Yolande	Grade 5 Teacher	MAST	43,740	1,200	0	750
Kryzynski, Judith	Grade 8 Teacher	BACH	40,512	1,700	760	210
Lambarth, Addie Ann	Librarian	MAST	47,232	1,200	0	350
Lannon, Joan	Grade 2 Teacher	BACH	42,094	1,700	0	500
LaRoche, Dorothy	Grade 4 Teacher	BACH	40,512	1,200	0	100
Lentz, Anne	Grade 4 Teacher	BACH	32,517	0	0	710
Longo, Carolyn	Grade 2 Teacher	MAST	43,740	1,200	0	440
Lurgio, Susan	Inclus. Facilitator	BACH	40,512	0	0	0
Mangelinckx, Coralyn	Grade 3 Teacher	MAST	43,740	1,400	0	210
Manke, Tamara	Grade 3 Teacher	BACH	28,907	0	1,402	0
Maroon, Donna	Grade 1 Teacher	BACH	42,094	1,200	0	100
Masow, Janet	Grade 6 Teacher	BACH	38,991	1,200	1,300	0
McHugh, Lorna	Special Needs Teacher	MAST	43,740	0	0	100
Merchant, Karen	Grade 7 Teacher	BACH	38,991	0	1,200	700
Mercier, Doreen	Grade 5 Teacher	BACH	42,094	1,700	760	100
Mercier, Rose	Art	BACH	40,037	0	547	0
Middleton, Lynn	Art	MAST	45,452	1,400	0	0
Miloro, Michael	Grade 4 Teacher	BACH	31,266	0	0	0
Morrison, Cynthia	Occupational Therapist	BACH	38,991	0	0	0
Morrison, Jeffrey	Grade 6 Teacher	BACH	35,694	0	100	0
Nangle, Kathryn	Grade 8 Teacher	BACH	40,512	1,200	0	700
Nelson, Elizabeth	Reading Coordinator	MAST	43,740	1,200	0	900
Newcomb, Judith	Grade 1 Teacher	MAST	47,232	1,700	0	0
Ouellette, Melinda	Grade 1 Teacher	BACH	27,795	0	0	100

FULL NAME	ASSIGNMENT	DEGREE	CONTRACT	LONGEVITY	EXTRA/CO CURRICULAR	COMM. SVC.
Palmer, Denise	Preschool	BACH	26,726	0	0	0
Pappalardo, Catherine	Special Needs Teacher	MAST	45,452	1,200	0	500
Prugnarola, Doris	Grade 1 Teacher	BACH	23,760	0	0	0
Putnam, Lauri	Physical Education	MAST	47,232	0	0	0
Renda, Paula	Grade 2 Teacher	MAST	45,452	1,400	0	2500
Rokel, Janice	Grade 2 Teacher	BACH	40,512	1,700	0	0
Root, Janice	Grade 1 Teacher	BACH	42,094	1,400	0	100
Rugg, Margaret	Preschool	MAST	43,740	1,200	0	0
Ryan, Alison	Grade 6 Teacher	MAST	43,740	0	100	0
Shaw, Olive	Grade 1 Teacher	BACH	42,094	1,700	0	100
Shirley, Donald	Grade 6 Teacher	MAST	45,452	1,200	1,882	0
Smith, Nancy	Grade 8 Teacher	MAST	47,232	1,200	0	180
St. Laurent, Brad	Grade 6 Teacher	MAST	27,795	0	1,502	0
Stafford, Leslie	Guidance Counselor	MAST	28,907	0	0	0
Stasio, Michelle	Grade 1 Teacher	BACH	25,669	0	0	100
Stone, Patricia	Special Needs Teacher	MAST	47,232	1,200	0	0
Tague, Melissa	Music	BACH	11,880	0	0	0
Testa, Rita	Grade 5 Teacher	MAST	43,740	1,200	440	0
Therrien, Arlene	Grade 6 Teacher	BACH	38,991	1,200	100	0
Tompkins, Marguerite	Preschool	BACH	38,991	0	0	0
Torrasi, Paula	Grade 4 Teacher	BACH	30,064	0	0	680
Tsoukalas, Joan	Grade 3 Teacher	BACH	42,094	1,700	0	600
Tullo, Nancy	Grade 4 Teacher	BACH	42,094	0	0	0
van der Smissen, Christa	Guidance Counselor	DOCT	49,057	1,200	0	0
Webber, Sharie	Grade 6 Teacher	MAST	30,064	0	100	500
Williams, Gretchen	Enrichment Teacher	MAST	43,740	1,200	832	400

MIDDLE SCHOOL GRADUATES

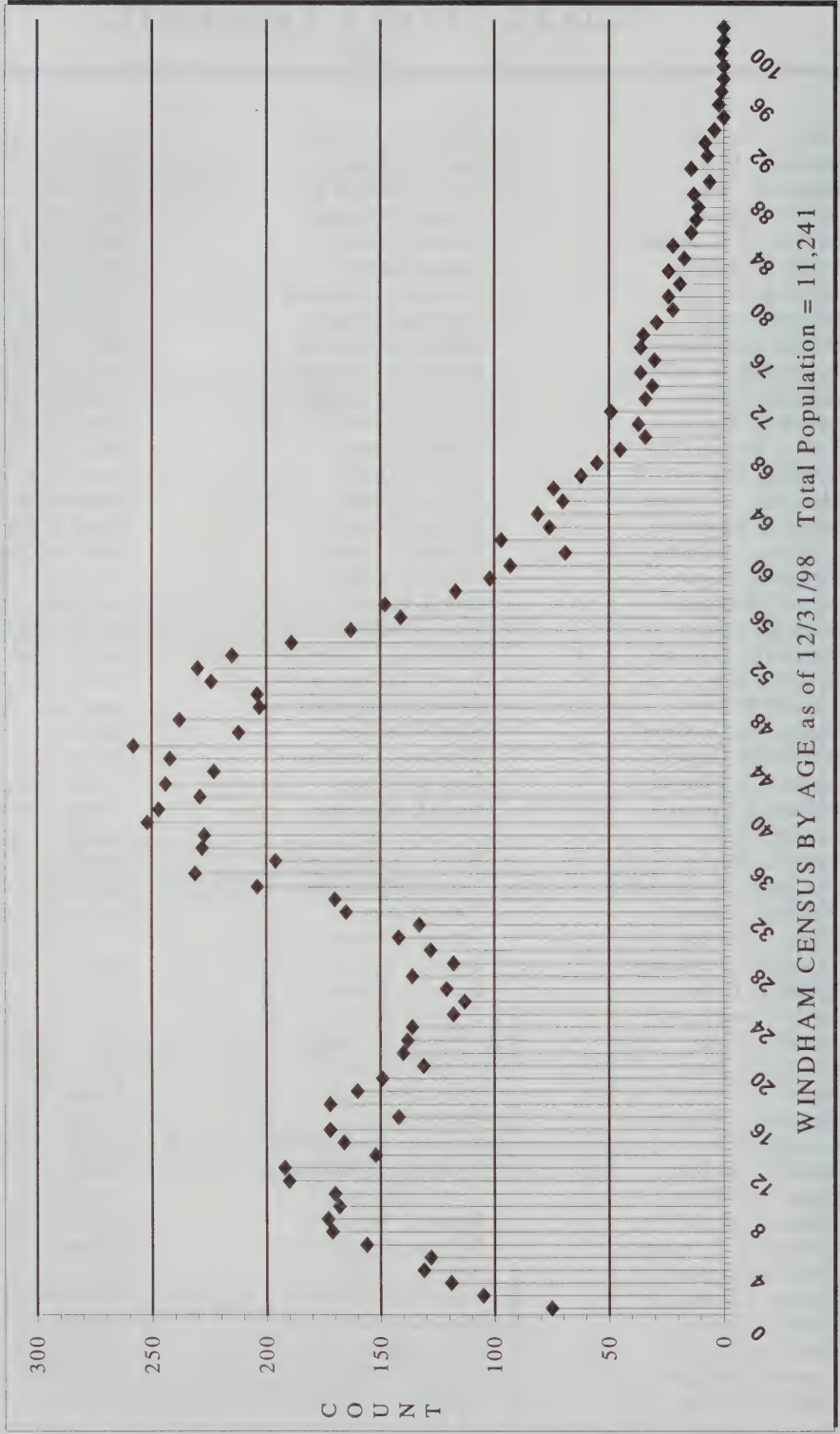


Justin L. Adelino
Jessica L. Alicea
Brenda L. Allen
Joel C. Anderson
Rebecca E. Antonakos
Robert K. Aubin
Joshua J. Aufiero
Lucy M. Azibert
Derrick Beauchesne
Jennifer M. Becker
Adam L. Bennett
Jessica M. Bergeron
Sean C. Blankenship
Sherry A. Bohman
Mackensie M. Borges
James A. Bucuzzo
Graham A. Burdette
Jennifer L. Burton
Adam J. Bushashia
Mack W. Bushell
Kristina G. Carchia
Ryan P. Carey
Timothy R. Cass
Michael A. Cauldwell
Heather M. Chenell
Jonathan B. Churchill
Richard A. Ciesco
Laura F. Clark
Emily L. Comeau
Christopher R. Conticchio
William F. Corbett
David N. Dancer
Jacqueline D. Decocq
Kristen L. Demeo
Jay S. Denopoulos
Jacob P. Dionne
Lindsey M. Diozzi
James P. Donohue
Stephanie J. Doucette
Laura L. DuBois
Adam C. Del Rio
Daniel A. DiFruscia
Dominick M. DiOrio
Jonathan C. Emerson
Karla A. Faggiano
Kaitlyn A. Foley
Daniel B. Forberg
Alex Fromet
Laura R. Gallagher
Daniel S. Garvin

Jennifer M. Gehly
Laurel M. Gehly
Erika L. George
Corinne B. Gordon
Lauren A. Green
Andrea Grelle
Chelsea L. Halbmaier
Amanda L. Hamlin
Melinda M. Hamlin
Rebecca N. Harland
Karen M. Harrington
Jill M. Harrison
Laura E. Harvey
Katie M. Holm
Michelle Houle
Heather L. Jensen
Steven M. Johnson
Steven F. Kelley
Greg J. Kessler
Heather M. Kiedaisch
Roderick C. Laferriere
Joni M. Livingston
Kevin P. Longacre
Sara E. LeClair
Matthew L. Mailly
Brett W. Marks
Sarah E. Martella
Devon R. Martin
Rebecca L. Mason
Derek J. Michaels
Todd Mikonis
Jeffrey R. Moore
David P. Morel
Daniel E. Morin
Emily B. Morris
Amanda M. Morton
Jillian C. Mucci
Erin L. Mulhauser
Bob Mulkey
Elizabeth S. McCarron
Lynden W. McCourt
Erin G. McDonald
Jarred C. McKay
William A. McKenney
Amy L. McNeil
Christopher T. Najem
Christian M. Navarro
Jose Navarro-Robles
Krystal C. Negus
Christus M. Nikitas

Megan D. O'Reilly
Andrew L. Papia
Andrew P. Pascoe
Anne M. Pella
Steven D. Pepa
Meghan A. Perron
Adam A. Pincince
Erin A. Pineau
Amy N. Poirier
Philip L. Prugnarola
Leslie J. Rigaud
Jacqueline A. Rivela
Mark E. Robinton
Joella M. Rochon
Matthew M. Roman
Casey A. Rosinski
Adam M. Ruszyk
Anthony M. Sabato
Jennifer L. Sanborn
Raajik S. Shah
Carl F. Shannon
Ashley E. Sherry
Suzanne C. Simard
Stephanie L. Simon
Jessica L. Smith
Jason J. Spracklin
Charles J. Stefanelli
Jennifer K. Stein
James M. Sullivan
Lindsay J. Sullo
Andrea G. Szemplinski
R. Michael St. Laurent
Daniel T. Tierney
Adam T. Titus
Gregory A. Truhlar
Tera A. Trumble
Christopher M. Tullo
Kathryn E. Turner
Laura L. Tuttle
Erin R. Unsworth
Keith H. Urquhart
Jonathan G. Van Kleeck
Jenna L. Vitta
Joshua R. Viveiros
Brian J. Walsh
Cailee E. Welch
Keith A. White
Kristen L. White
Erika M. Williams
Nicholas Willis

POPULATION DATA

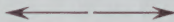


VOLUNTEER INTEREST FORM



In the late 1960's, the residents of Windham were afforded the opportunity to express their interest in volunteering for the various boards and committees in the town via a standardized form included in the Town Report. With the number of committees rapidly on the rise, there seems to be no better time than now to revive this process.

If you are interested in serving the Town on any board, commission, or committee, please fill out the following and return to the *Town Administrator, PO Box 120, Windham, NH 03087-0120*. The submission of this form in no way guarantees appointment. This information will be kept on file until a vacancy arises, at which time we will contact you for an interview with the Board of Selectmen. All vacancies will be filled by those applicants deemed the most qualified.

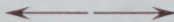


Name: _____ Telephone: _____

Address: _____

Occupation: _____ Background/Experience: _____

Other: _____



PLEASE LIST ORDER OF PREFERENCE: (1, 2, 3, etc., or N/A)

_____ Board of Adjustment

_____ Conservation Commission

_____ Planning Board

_____ Recreation Committee

_____ Cable Advisory Board

_____ Housing Authority

_____ Historic District Commission

_____ Capital Improvements Committee

_____ Other: _____

_____ Other: _____

_____ Other: _____

_____ Other: _____

INFORMATION ABOUT WINDHAM

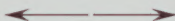


INCORPORATED _____ 1741
AREA _____ 27.2 square miles
POPULATION _____ 11,000 +/-
HOUSEHOLDS _____ 3,800 +/-

TOTAL VALUATION _____ \$783,724,290
TAX RATE _____ \$20.70/thousand
STATE RATIO _____ 100%
TAX BILLING _____ Bi-Annual



ANNUAL ELECTION _____ 2ND Tuesday in March
ANNUAL TOWN MEETING _____ Follows Election - Determined by Selectmen
SCHOOLS _____ 3 Elementary/High School attends Salem
CHURCHES _____ 4 - Representing 4 Denominations
Catholic, 893-3366 Presbyterian, 432-2150 Evangelical Free, 898-9899 Nazarene, 434-5820



STATE SENATOR - DISTRICT 22 _____ Arthur Klemm, Jr. - (603) 893-1941

REPRESENTATIVES/GENERAL COURT:

District 27	Anthony DiFruscia _____	(603) 898-8158
	Janet Arndt _____	(603) 434-7908
	Mary Griffin _____	(603) 898-4631
District 28	Chuck Morse _____	(603) 894-5459

U.S. SENATORS:

Robert Smith
1750 Elm St., Suite 100
Manchester N.H. 03104
(603) 634-5000 or (800) 922-2230

Judd Gregg
28 Webster Street
Manchester, N.H. 03101
(603) 622-7979

or:

307 Dirksen Senate Office Building
Washington, D.C. 20510
(202) 224-2841

or:

393 Russell Senate Bldg
Washington, D.C. 20510
(202) 224-3324

U.S. CONGRESS - DISTRICT 2

Charles "Charlie" Bass
142 N Main Street
Concord, N.H. 03301
(603) 226-0249

or:

1728 Longworth House Office Bldg
Washington, D.C. 20515
(202) 225-5206

COUNTY COMMISSIONER/DISTRICT 3 _____ Ernest P. Barka (603) 432-2063

